



RECORDING · THE · ELECTRICAL · ERA

VOL. XXIX

WASHINGTON, D. C., JUNE, 1930

NO. 6



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Magazine Chat

An awake, enterprising lead-
 er in a brother international
 union sends these cheery
 words.

"It is a pleasure to receive
 your JOURNAL each month.
 Your manner of presenting
 matters that are of direct im-
 portance to your members, and
 all who labor, has often
 prompted an impulse to write,
 if only a brief note, just to let
 you know that here is another
 who reads your JOURNAL with
 interest and benefit; one who
 is cheered in knowing that
 there is at least one organiza-
 tion whose membership will
 support a journal of that type."

He continues with an analysis
 of our services to the move-
 ment.

"Your featuring of import-
 ant and timely subjects serves
 well in stressing their import-
 ance. And in presenting the
 subject from various angles it
 is certain to catch the attention
 of all who are interested in
 such subjects. No other labor
 journal has so ably brought to
 the attention of its membership
 the dangers of high powered
 mass production and the conse-
 quent unemployment for so
 many thousands."

He concludes with a wish for
 our continued welfare. Com-
 ing from one who is known as
 a writer of insight, this is
 welcome.

"Deservingly your JOURNAL
 ranks high in its special field—
 may you always be upheld by
 your membership and encour-
 aged in still greater effort to
 acquaint and awaken the labor
 world to the facts and measures
 that must be considered to cope
 with and advance in these
 changing times."

We covet for our JOURNAL—
 stability, integrity, vividness,
 comprehensiveness, intelli-
 gence, courage and sympathy.

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NOT AN ARTIST'S CONCEPTION OF A BEAUTIFUL BUILDING

An actual photograph of the Hotel New Yorker, New York City. Ultra-modern structure, union-built.



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Vol. XXIX

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No. 6

Unions As Social Necessities Now Hold Stage

LADIES and gentlemen of the United States, a new national policy affecting you, and you and you, is in the process of formation. It began dramatically back in the early weeks of the year when the U. S. Senate discussed unsparingly the public record of a great corporation lawyer, Charles E. Hughes, now Chief Justice Hughes. It continued in those days of early May, in the most acute, sweeping, and tense debate of a decade, when the public record of a minor jurist was discussed unsparingly, Judge John J. Parker, then sitting, and still sitting on the bench of the U. S. Circuit Court of Appeals. It continued in the subsequent discussion of the so-called Shipstead anti-injunction bill, prepared with the assistance of organized labor, reported out of committee very recently, and involving the same vital issue. This issue so dramatically defined in the 10 days of debate in the Senate on Judge Parker, is likely to go on decorating the pages of contemporary history for a decade to come. In it, is met, all the shaping forces of American civilization as it now is.

Labor
Capital
Machine production
Corporation organization
Wages

As these vital facts are related to the great, fundamental, and traditional principles of American government

Freedom of speech
Freedom of contract
Property rights

And as these principles in turn are guarded and interpreted by the U. S. Senate and U. S. Supreme Court.

Fire Enkindled

It is no wonder that fire is kindled in Senate debate by this issue. This is no dummy issue. It is no mere political issue. It involves the fundamentals of industrial civilization, and has wrapped up in it all related questions and isms. What action is taken by Congress, and subsequently by the Supreme Court upon Congressional action, is going to determine the road down which America is to travel for years to come.

The issue is simple, though concealed. At one time, in the early stages of American life, the individual workman bargained with the individual employer.

John Jones owned his own tools, and possessed an indispensable commodity that John Adams wanted, skill. It was then that the sanctity of contract was based on mutuality—give-and-take—and the sacredness of word.

Early in the 1870's a new form of organization of employees, and a new form of organization of business began to appear. This organization growing, the employer as an individual now but rarely exists. The employer is now a corporation, highly organ-

Issue as between old individualism, and new group-spirit of co-operation for the first time clearly defined on a national scale. Stage set to put skids under anti-social yellow dog contract. New national policy about to be defined affecting entire underlying population.

ized, controlled by absentee owners, and managed by technicians. If and when an individual worker seeks employment with a corporation, which owns the tools which the workman uses, mutuality of contract disappears if the workman is coerced by economic pressure, and is unprotected by an organization of approximately the same strength. It is this inequality that the yellow dog contract seeks to perpetuate, to capitalize, and to fasten on industry in behalf of the employer, which, as Justice Brandeis says, brings the worker near to involuntary servitude.

It is only when the worker is organized in a union, with his right of collective bargaining protected by law, and by organized strength, that the unbalanced is redressed.

Simple Issue

This is the simple issue which lies behind the yellow dog contract, the fight on and rejection of Parker, and labor's anti-injunction bill. Such employers' organizations as the League for Industrial Rights and the National Manufacturers' Association contend that the corporation shall have the right of organization, and the individual workman no such right. They wish to keep the individual worker operating under the same conditions of contract as obtained a century ago, and to allow the corporation the advantages of modern conditions, modern science and modern enlightenment. Inasmuch as the law came out of the realm of the old individualism, it naturally is in itself individualistic. It tends to find legal precedents for the old form of contract, and since these precedents are there, the legalistic, the small-minded jurist, can render decisions within the law favoring the antiquated (the yellow dog) contract. It was this that Judge Parker did. His sin was the sin of the "set," the "closed" mind. As Senator Wagner said of him, he was not aware that there was a problem. The opposite to this type of jurist is brilliantly described by Chief Judge Cardozo of the New York Supreme Court (quoted by Senator Wagner):

"Know that the process of judging is a phase of a never-ending movement, and that something more is exacted of those who are to play their part in it than imitative reproduction, the lifeless repetition of a mechanical routine."

Senator William E. Borah opened and closed the 10-day debate on the nomination of Judge Parker, upon an unmistakable note of clarity. In opening his attack, he describes the yellow dog contract:

"I want to say, also, Mr. President, that this is not a controversy between the employer and employee alone. It is not a controversy between the employer and union labor alone. Far, very far from it. It is a controversy which involves greater and more extended principles.

"I understand perfectly the interest which the employer may have in this kind of a contract. It is an important interest, but it is an interest which can be measured at all times by dollars and cents.

"I appreciate, too, the interest which the employee has in this kind of a contract. It is a vital interest and it is an interest which can not be measured at all times in dollars and cents. It sometimes means home and family and economic freedom. I appreciate also the interest which organized labor has in this contract, because if it were universally applied and carried to its logical conclusion, union labor would be at an end in the United States.

"But over and above and beyond these interests, transcending them in importance, is the interest of the public, of the state, and of the national government. Can there be anything of more concern to the state, to the government, to the public generally, than that which is calculated to undermine, destroy, or build up, to render fit or unfit for citizenship, men and women who toil? Is not the public, the state, the national government, interested in striking down, as contrary to public policy, as at war with the public welfare, all those overreaching contracts which rob those who work, of the discretion, of the liberty, of choice as to how they shall conduct themselves so long as they conduct themselves lawfully in their interests?

"The question of whether workingmen may associate themselves with their friends or with their fellow laborers, whether workingmen may discuss with their fellow men or co-operate with their fellow workmen as to how they shall conduct their business, is not a matter of concern to union labor alone, it is a matter of concern to the state and to the government which is interested in maintaining and building up the character and the physical and moral well-being of its citizens. Men may contract, but they will not contract away those rights which undermine or destroy their physical and moral well-being."

It is this public policy that is destined to undergo changes during the next decade. Senator Borah said in ending the Parker debate:

"In all this debate no Senator has soiled his lips by defending the justice of the contract (yellow dog), which is involved in this controversy. No Senator has undertaken to say that it is sound or humane; and in my opinion that of itself ought to weigh heavily in determining this question. We are asked in effect to approve and commend that which we are unwilling openly to justify. Individuals do not count; it is the principle which is involved that should determine our votes."

In general the historical debate that began Monday, April 28, and ended Wednesday, May 7, which foreshadows the struggle of months, perhaps years to come, divided itself into three parts:

**Individual Worker****Individual Employer**

In the Old Days, Now Gone, Individual Worker Bargained With Individual Employer.

Anti-social character of the Yellow Dog Contract;

Abuse of the injunction;
Public stake in labor unions.

Of such deep significance was this debate, so broad was it in application, so widely participated in by conservative and liberal Senators, so fundamental that we are quoting sections bearing on these important topics.

Yellow Dog Contract

Senator Borah, Idaho:

"I have been discussing what we might call the technical validity of the contract, or rather I have been calling attention to it. But the important part of these cases is that in addition to the contract they invoke the injunctive processes of the court to sustain and protect and enforce the contract, and that is the real issue in the controversy. They take this contract, signed under the conditions under which it is signed, and invoke the equity power of the court to issue an injunction that no human being may discuss with him whether or not it is wrong for him to break it. I repeat, we are living in the 20th century!

"Mr. President, I contend that this contract is void. That may seem presumptuous in view of the fact that a majority of the Supreme Court have held otherwise. But as a justification for what I am about to say and the way I am going to say it must be borne in mind that no unanimous court has ever sustained this contract. The contract has been passed upon always by a divided court. The Supreme Court of New York, as I understand, by decision, repudiated the principle entirely. The Supreme Court of Kansas decided against the principle. The Supreme Court of Ohio decided four to three in favor of the contract and solely on the ground that the Federal judiciary had passed upon it. Then we come to the Supreme Court of the United States and there we find a divided court whenever this question arises. It is my opinion they have divided on the validity but there can be no doubt the court was divided on the use of the injunction to sustain the contract.

"The basis upon which the contract has been sustained is that of the liberty of contract. The Supreme Court has said, by a majority that under the fifth and fourteenth amendments the right to make a contract is part of the liberty guaranteed

by these amendments, and it can not be taken away. Liberty of contract, Mr. President, is curtailed and circumscribed, as everyone realizes, by the question of whether or not it is in accordance with sound public policy, whether it is in the interest of the public welfare, or whether it is against it. A railroad company can not contract to exempt itself from liability because of its negligence. Nobody would contend that a white-slave contract would be valid. There are many contracts which have been declared invalid as being against public policy, against good morals, against the welfare of the public. If the right of workmen to be upon equality with their employers, so that they may contract in accordance with their interests be not of public concern I can scarcely imagine anything that is. The workmen of the republic hold the ballot; upon their intelligence and fitness to exercise the franchise depends in large measure the success of our government, and anything which protects the citizen and maintains his fitness as a citizen—his physical and moral welfare—can not be other than of great concern to the entire public and to

personnel director that the contract interferes with what he regards as an inalienable right freely to associate with whomever he pleases? And if he should fail by persuasion, can he possibly hope to change his employer's attitude by holding out? Every day it costs money to live and every day's labor lost is gone forever beyond recovery. There is the job, together with its terms. Take it or leave it and go hungry. Of course, he takes it.

"To jobless John Smith it does not occur at the time that he is consenting to an arrangement which will render him powerless ever to insist on better terms of employment. And if it does occur to him, there is nothing he can do about it.

"All this is but another way of saying that between the large employer and the unorganized worker, there is such a disparity and inequality of bargaining power that the talk of a contract between them arising out of the free assent of the two parties is as fictitious but not as harmless as the old Mother Goose rhymes.

"Smith's rejecting the job means nothing to the X. Y. Z. Company. If Smith will not have it Brown will. To Smith, it means rent, food, clothing and schooling for his children. The employer can afford to wait until his terms are met. Smith can not wait. His employer knows conditions; knows whether employment is plentiful or scarce; knows what he wants and knows how to get it.

"It is extraordinarily simple and easy to insert yellow dog contracts into terms of employment. If employers should be foolish enough to use them, and the courts should enforce them by injunction, then the well-organized, responsible trade unionism we have known is doomed. Only underground, rebellious, revolutionary, secret association will flourish in its place. The injunction will silence the voice of every responsible union organizer. But the underground revolutionist who pays little attention to law and less to injunctions will flourish like a green bay tree."

Senator Norris, Nebraska:

"As I said a while ago, that the courts have not been fair to labor; that the 'yellow dog' contract, in my judgment, is void. It is void for three reasons: First, it is without any consideration; second, it is signed under coercion; third, it violates public policy. I admit, Mr. President, that the court has decided otherwise. I am going to have something to say a little further on in regard to the

**Individual Worker****America—Inc.**

In Modern Days, Yellow Dog Contract Forces Individual Worker to Bargain With Organized Corporation.

the state."

Senator Fess, Ohio:

"The Senator from Idaho referred to this contract as being an unconscionable one, and I am not so sure but that I agree with him."

Senator Wagner, New York:

"John Smith, an unorganized worker out of work, comes to the factory of the X. Y. Z. Company in search of a job. He meets the personnel manager hat in hand. He is told that a job is given to understand that the plant operates on a non-union basis and that one can not belong to the union and work there. He understands he is directed to sign a card stating that he will not join a union so long as he is employed by the X. Y. Z. Company. He signs. What else can he do? Is he to refuse the job because of the curtailment of a possible right in the exercise of which he has no present interest? Can he hope to persuade the smart-looking

**UNION****America—Inc.**

To Give the Individual Worker Equal Rights of Bargaining With a Corporation, He Must Be Organized in a Union.

'yellow dog' contract, but I have given it as my conclusion, and it seems to me it is the only conclusion that can be reached, that it is void. Even the able Senator from Rhode Island (Mr. Hebert), while he advocated the confirmation of Judge Parker in a very able speech, was fair enough and honest enough to say to the Senate after he read the 'yellow dog' contract, that he would not sign such a contract, even if his family were suffering from the want of food."

Senator Ashurst, Arizona:

"In this morning of the twentieth century, when mankind is asking for a larger degree of liberty, the yellow dog decision is a rank injustice; it is an angry scar upon American jurisprudence. A capable judge, a man of great intellectual capacity, would have said, 'Precedent or no precedent, I shall be a maker of precedents and I shall never follow a precedent that would tend to enslave men who are unable to help themselves.' I thought we fought that out a decade ago. I did not think that in this time we would have to stand in the Senate and fight with stubborn courage to keep such decisions from being galvanized into existing law."

Injunction Abuse

Senator Norris, Nebraska:

"Mr. President, most of the judges who issue injunctions against labor say, 'We are in favor of union labor. We are in favor of organization of the workmen. We want them to organize. They have a lawful right to organize.' But if you will follow their injunctions you will find that after they are organized they will not permit them, under those injunctions, to do anything."

"I do not believe it is possible, as I look at it, for any unbiased mind to see that there is a possibility of rightfully issuing such an injunction. Here is a man living in a house and paying rent for it. The state law provides how you shall get him out. But that law was not expeditious enough to suit the coal company. They want him to get out today, but the law governing those cases provided for a trial before a justice of the peace, and either side could appeal to the next higher court. This judge on the Federal bench issued an injunction restraining anybody from furnishing an appeal bond. He issued an injunction restraining anybody from supplying any money to pay attorney's fees or other legal expenses. He absolutely deprived the defendants of the right to go into the state courts, or to remain in the state courts and defend what they claimed to be their rights in the state courts, given to them by the state law.

"You would not have been allowed under that injunction to take any food to those miners' houses. A physician would have had no right to go there to wait on the sick. I am not sure whether it was in this case, but in a case of similar nature if not this one, a woman was confined in one of those houses, and there was no coal, there was no food, and people were enjoined from furnishing food and coal. In a matter entirely outside his jurisdiction, what right had a Federal judge to say that a citizen of Pennsylvania should not defend his rights to the possession of property in the courts of Pennsylvania? That is what was done, though.

"Think of these families, in the dead of winter, living in hovels, where their friends could not come to see them. They could not get a scuttle of coal. They were starving

in many instances, and were starved out because of this injunction. No lawyer dared to give them advice; no father or mother could advise a son or daughter. No grocery man could carry food to satisfy the children's appetites. In such a hovel, Mr. President, the broken-hearted mother clasps her moaning, starving babe to her trembling bosom, where it seeks in vain to get food and sustenance from the shriveled and unfed breasts."

Senator Shipstead, Minnesota:

"We hear constant statements and reiteration of statements that we must confine ourselves to law and we must confine ourselves to what the courts of law tell us. On the other hand, we seem to have lost sight of the fact that when these injunctions are issued they are not issued in courts of law. They are issued by judges sitting in courts of equity; and I have not the time or desire this afternoon to go into the history of the development of equity courts in the United States. I hope before this debate is through that some one else, better qualified than I, will do so; but, in view of the statements that have been made this afternoon, and with the indulgence of the Senator from Ohio, I should like to read the definition of equity given by Lord Selden.

"Equity is a roguish thing. For law we have a measure; we know what to trust to. Equity is according to the conscience of him that is chancellor, and as that is larger or narrower, so is equity. 'Tis all one as if they should make the standard for the measure a chancellor's foot. What an uncertain measure would this be! One chancellor has a long foot, and another a short foot, a third an indifferent foot; 'tis the same thing in a chancellor's conscience."

"Of course, one chancellor, or a judge sitting in equity, has one conscience; another judge has another conscience; a third one has an indifferent conscience. A court of equity is a court of conscience; and when a judge has sat in courts of equity for several years his conscience has been put to the test. I think the Senate must decide whether Judge Parker acted in 'good conscience' when he issued an injunction to sustain the yellow dog contract."



JEFFERSON'S THEORY OF HUMAN RIGHTS STILL REDEVELS ALL CONSERVATIVES

Senator Jones, Washington:

"Mr. President, let the Senator from Idaho, a member of the Committee on the Judiciary of the Senate, prepare a bill that will meet the situation by changing the law as laid down by the Supreme Court, and have that committee report it to the Senate. No one will more cheerfully vote for it than I. At any rate, let us not put the blame upon Judge Parker. Let us not place upon Judge Parker the judicial blame, if there be any, which rests upon the Supreme Court and which really rests upon Congress.

"We have passed legislation prohibiting the issuance of injunctions in certain cases. If that is good, why can we not extend that limitation? Why can we not emphasize that restriction? Why can we not lay down the law ourselves, the real, legislative body, as to what the action shall be with reference to these injunctions? The courts construe and declare the law. We, at any rate, are supposed to make it. If the law should be changed, we should do it and not depend upon the courts to do it.

"Mr. President, it is claimed that there should be more humanity in the courts. True enough! We can not have really too much of it there. But what about humanizing Congress, the legislative body, the law-making body of this Government? If humanizing is necessary, it should begin here in this body which helps to make the laws and to legislate for the people of the country."

Senator Johnson, California:

"Mr. President, there is in English practice and jurisprudence little or no use of the injunction in labor disputes. We ape the English in some things. We follow them in others. They have blazed the trail in jurisprudence for us. Why not follow them in this that they do in behalf of humanity and in behalf of human association and human activities?

"Through the ages, sir, has gone on the long contest for human rights, with ever a little progress. Retrogression alone has come in this country with the injunction's use. A few have ever sought control of the many for the few's profit. I reecho the words which Rumbold spoke upon the scaffold as he paid with his life his rebellion against James Stuart. The drums were beaten to drown from the populace his voice, but rolling down the centuries has come this sentence:

"I never will believe that Providence has sent a few men into the world ready, booted and spurred to ride, and millions ready, saddled and bridled, to be ridden."

"I never will believe that and neither directly nor indirectly to such a philosophy can I give my consent. Because of the attitude of Judge Parker in the Red Jacket case, because, among many other things, for the reasons I have given, I could not vote on this occasion or any other for his confirmation as a Supreme Court judge."

Public Stake In Labor

Senator Borah, Idaho:

"And, finally, we must weigh his conception of human rights, for we all know that the law takes on something of the heart and soul, as well as the intellect of those who construe it."

Senator Gillett, Massachusetts:

"The whole question of union contracts and union labor deeply interests certain

(Continued on page 374)

COMMENT

By

PRESIDENT BROACH

YOU simply must let people think and feel as they will. You can't stop them. Behind my desk hang these words: "They say—so they say. Well, let them say!" It's too costly to spend hours trying to argue men out of their moods, fancies and whims. When I can't reason with men—when they insist on indulging in mental scraps—I refuse to argue. I would wear myself out and accomplish nothing. Reasoning is the key to accomplishment. But to get results, one must go through. Plan a move carefully, studying and checking in advance every detail. Then go ahead. But actually leave nothing to chance. Don't argue. Try to reason if you can. But go through.

It's so easy for a man to scatter his efforts. It's so easy to undertake certain tasks—to make certain plans—and then be gradually induced, tempted or pulled away from going straight ahead according to plan and from first finishing the most important job. It's not easy for a man to stay within his limitations. I see so many men scattering efforts in all directions—chasing rainbows, trying to ride several different horses in different directions at one time—and getting nowhere.

Brickbats—mean stories—are always the price of progress. If you want them, just do something new—something different—make some headway. The biggest crime committed by some electrical employer groups and this organization—is that we have decided to run our own business. We feel we can do it better than the builders.

Donald Richberg—a modern realist and labor attorney—has sent me a copy of his latest book, "Tents of the Mighty." He tells me to turn to page 226. I read:

"The men who know must run the show. Already we recognize that the physical mechanisms of a modern world must be constructed and operated by men who know how to construct and operate them."

Like other men who have gone through the fire of experience—who have learned humans as they are—Richberg has been stripped of his early dreams and precious "ideas."

The super-pure sicken me. Who can live in a glass case? Who wants to? Even the sun has its black spots. What human hasn't? It's well to remember this when you begin to judge any one.

Just why are some local unions so weak, while others are strong? Invariably I've found this:

1. Too many meetings—too long—which always mean wrangles and chewing matches.
2. Too many committees—too many "Cooks spoiling the broth." Some unions are committed to death. A check shows those locals which have no committees at all, but do their business through their officers and agents make the greatest headway.
3. Too many generals—too many admirals want to "run things"—too many bosses, grandstanders, and coaches on the sidelines.
4. Broken agreements, broken faith. A west coast business agent writes me: "We are still suffering from our mistake of 10 years ago when the men would not listen and broke the agreement with the company." Yes, it's exceedingly difficult to reestablish confidence.
5. Low dues—no full-time business agent—or not enough business agents. Wherever you find low dues, you'll find a weak union. Unions cannot run on air. Low dues and weakness go arm in arm. Strong unions have high dues. Their strength is no accident.
6. Too much cheap criticism—not enough building—too much blaming of employers. Employers, like other humans, are much the same anywhere. Geographical location makes little difference. Our industry is not patterned after the best employer—but after the worst. The best can go only so far, because of the cheat and cut-throat. It's so easy to shoulder our own errors on to the backs of fancied enemies. Shakespeare said: "It is not in our stars, but in ourselves that we are underlings."

How slow men move! How petty politics blinds them! Some years ago a local financial secretary bought an adding machine. The local refused to pay the bill. The opposing candidate shouted: "You are trying to set up a system of scientific bookkeeping." The old secretary was defeated. The new one—the candidate complaining about "scientific bookkeeping"—kept the adding machine. Necessity proved stronger than words. Today the same local has several adding machines, addressograph machines, bookkeepers, stenographers, clerks, etc., scattered throughout its offices.

The old secretary who first saw need for the adding machine is back in office. The one opposed to "scientific bookkeeping" is no longer a member.

The easiest thing I know is to be wrong. The next easiest is to criticize or find fault without knowing the facts. The hardest thing is to be right. Outside of recognizing one is wrong, I know nothing harder for

the average man than to admit it. He'll admit it's possible to be wrong. But get him to admit he's actually wrong. That's the job. He hates it. Men have been shot rather than admit they were wrong.

The most difficult habit to form is accuracy. Try it. It means labor, thought, inquiry, self-denial. It means keeping the mind ahead of the tongue. That's quite difficult.

TO INSIDE LOCAL UNIONS

YOUR members are being bottled up. Their field for work is being narrowed. They are rapidly being restricted to new building work only. After they finish, then comes the carpet-bagger, the ham-stringer and the paper "electrician." These are rapidly increasing.

Each time the construction wage scale advances justly it is likely to mean less work for your members on operating, maintenance, shop and repair work in finished buildings, plants, etc. Not only do you lose this work—work that means steady jobs—but you get little of the alteration and construction work that follows. This is the result, because this work is harder to control.

The installation is about finished. The owner takes possession. He looks over the electrical work. He knows nothing about it. He sees he must have men to operate, maintain and repair—and to do additional work he plans. He would like to hire one or more of the men who made the installation—or other competent men.

But the owner is shocked. He is told he must pay the regular construction wage—not only for additional work, but for his maintenance and repairs. He refuses to do it. He feels such wages would cause discontent among his other employees. He advertises—and you know the results.

The owner doesn't know. It costs him more in the end. Every experienced landlord knows it. The man or men hired know little or nothing about the original installation. It takes them twice as long as our men to do alterations or additions. They are not trained mechanics. Cheap, inferior materials and workmanship are installed—and in a few years a highly efficient installation is ruined or has depreciated materially.

But what are you to do about it? You know it's useless to demand your top wage for this type of work—and then get little or none of it to do. It's like a fellow in the middle of the ocean demanding his "rights." It's harmful to stand by while your members walk the streets—and while non-union competitors are being created by the wholesale. This condition is steadily growing worse.

Face the facts. Get down to actualities. Show sense. Rid yourself of false pride. Meet the condition. Keep apace with the times.

1. Furnish competent men for this work at wage rates to fit the conditions—not your desires.
2. If you have a large local—or fairly so—then do as others have and form a class, or classes, composed of competent men for this work with a wage scale below the Class "A" man.
3. Show your members their activities *should not* be confined strictly to new construction work.
4. Don't adopt rules that will drive you out of the building or plant. The most important thing is to get men on the work and keep them there.
5. If you have a few men in such jobs at top wages—and you cannot get anywhere without offending or affecting them—then go ahead. It's better that these few complain selfishly to the heavens than to let thousands of jobs go non-union.
6. Have a representative visit the owner the minute he takes possession or even before, and offer the services of men fully trained and qualified to operate, maintain and repair. Show the owner that such men can always go to those who made the installation, for advice and help, if necessary. Show him that in the end it's cheaper and better to have his revisions or additions done through a reputable contractor, with men and materials to keep his outlay up to par with the original job.

Union Representatives must now possess the salesmanship to sell the services of their men on the basis of economy, quality and service—the same as any other business institution that expects to be successful.

H. H. Brough

THE RESULTS

Here is the tabulated and official vote on the proposal to amend the constitution, empowering the International President to appoint a special Constitution Committee of Eleven to meet with him and the Secretary in Washington—for the purpose of amending, altering and revising our constitution to meet present-day needs—the revised constitution to go into full force and effect—after the committee has finished its work—upon notice to the local unions.

The proposal was adopted by a vote of the members of 39,581 to 5,405, counting locals, as such, the vote was 269 to 148. Even, 2.

We have 648 locals. Only 419 sent in returns. In some locals, all the votes were unanimously for or against. In most of the locals only a few—or a small percentage—of the members voted. For instance, locals sent in returns showing only 50 per cent of their members voting. In only two cases did the members vote evenly—or a tie vote.

Below is a table of locals, showing how the branches in the Brotherhood voted. When a majority of the members in a local voted "yes" on the proposal, this local is listed in the "yes" column. If a majority of the members voted "no," then this local is listed in the "no" column:

	Yes	No	Even
Inside Locals.....	100	41	--
Outside Locals.....	26	22	--
Railroad Locals.....	35	8	--
Mixed Locals.....	108	77	2

DETAILED VOTE

			Vote					Vote	
L. U.	Location	Classification	Yes	No	L. U.	Location	Classification	Yes	No
1	St. Louis, Mo.	Inside	650	---	59	Dallas, Texas	Inside	47	1
2	St. Louis Mo.	Outside	180	---	64	Youngstown, Ohio	Inside	95	---
3	New York City	Inside	7,222	---	65	Butte, Mont.	Outside	48	88
4	New Orleans, La.	Mixed	6	---	66	Houston, Texas	Mixed	3	147
5	Pittsburgh, Pa.	Inside	721	1	67	Quincy, Ill.	Mixed	29	---
6	San Francisco, Calif.	Inside	96	18	68	Denver, Colo.	Inside	181	---
7	Springfield, Mass.	Inside	156	---	72	Waco, Texas	Inside	1	10
8	Toledo, Ohio	Inside	126	---	73	Spokane, Wash.	Inside	9	50
9	Chicago, Ill.	Outside	971	---	75	Grand Rapids, Mich.	Outside	---	6
10	Butler, Pa.	Mixed	28	2	76	Tacoma, Wash.	Inside	79	---
12	Pueblo, Colo.	Mixed	18	---	77	Seattle, Wash.	Outside	236	25
17	Detroit, Mich.	Outside	836	---	80	Norfolk, Va.	Mixed	33	---
18	Los Angeles, Calif.	Outside	712	---	81	Scranton, Pa.	Inside	54	---
20	New York, N. Y.	Outside	1	179	82	Dayton, Ohio	Inside	120	---
21	Philadelphia, Pa.	Outside	---	24	83	Los Angeles, Calif.	Inside	576	---
26	Washington, D. C.	Inside	123	9	84	Atlanta, Ga.	Mixed	249	---
27	Baltimore, Md.	Outside	15	---	86	Rochester, N. Y.	Inside	167	---
28	Baltimore, Md.	Inside	335	17	87	Newark, Ohio	Railroad	9	---
30	Erie, Pa.	Outside	---	20	90	New Haven, Conn.	Inside	42	---
31	Duluth, Minn.	Mixed	14	---	93	E. Liverpool, Ohio	Mixed	9	---
33	New Castle, Pa.	Mixed	3	17	94	Kewanee, Ill.	Mixed	5	---
34	Peoria, Ill.	Inside	66	---	96	Worcester, Mass.	Mixed	103	2
35	Hartford, Conn.	Inside	34	53	98	Philadelphia, Pa.	Inside	697	---
36	Sacramento, Calif.	Mixed	9	1	99	Providence, R. I.	Inside	160	---
37	New Britain, Conn.	Mixed	12	6	100	Fresno, Calif.	Inside	3	28
38	Cleveland, Ohio	Inside	435	11	102	Paterson, N. J.	Inside	196	---
39	Cleveland, Ohio	Outside	265	---	103	Boston, Mass.	Inside	1,407	---
40	Hollywood, Calif.	Inside	348	---	104	Boston, Mass.	Outside	252	---
41	Buffalo, N. Y.	Inside	406	---	105	Hamilton, Ont., Can.	Inside	74	---
43	Syracuse, N. Y.	Inside	102	50	106	Jamestown, N. Y.	Mixed	1	39
46	Seattle, Wash.	Inside	385	7	107	Grand Rapids, Mich.	Inside	2	27
48	Portland, Oreg.	Inside	6	94	108	Tampa, Fla.	Mixed	11	4
50	Oakland, Calif.	Mixed	6	6	109	Rock Island, Ill.	Outside	---	12
51	Peoria, Ill.	Outside	---	52	110	St. Paul, Minn.	Inside	182	---
52	Newark, N. J.	Inside	830	---	113	Colorado Springs, Colo.	Mixed	1	20
53	Kansas City, Mo.	Outside	48	---	114	Fort Dodge, Iowa	Mixed	10	---
54	Columbus, Ohio	Outside	---	16	115	Kingston, Ont., Can.	Inside	12	---
56	Erie, Pa.	Inside	12	21	116	Fl. Worth, Texas	Inside	75	---
58	Detroit, Mich.	Inside	1,497	---					

L. U.	Location	Classification	Vote		L. U.	Location	Classification	Vote	
			Yes	No				Yes	No
117	Elgin, Ill.	Mixed	29		298	Michigan City, Ind.	Mixed	8	14
121	Augusta, Ga.	Mixed	9		301	Texarkana, Texas	Mixed		21
122	Great Falls, Mont.	Mixed	31	8	302	Richmond, Calif.	Inside	6	5
124	Kansas City, Mo.	Inside	308		305	Fort Wayne, Ind.	Inside	24	1
125	Portland, Oreg.	Outside		567	306	Akron, Ohio	Mixed	8	37
127	Kenosha, Wis.	Inside		25	308	St. Petersburg, Fla.	Inside	16	
129	Elyria, Ohio	Mixed		18	311	Chattanooga, Tenn.	Railroad	46	16
130	New Orleans, La.	Inside	1	205	312	Spencer, N. C.	Railroad	24	16
131	Kalamazoo, Mich.	Mixed	20		314	Camden, N. J.	Inside	36	1
132	Bloomington, Ill.	Outside	8		316	Marshall, Texas	Mixed		5
134	Chicago, Ill.	Inside	6,620	3	317	Huntington, W. Va.	Inside	1	23
135	La Crosse, Wis.	Mixed		25	318	Knoxville, Tenn.	Railroad	63	
136	Birmingham, Ala.	Inside	15	17	319	Saskatoon, Sask., Can.	Outside		14
138	Hamilton, Ont., Can.	Mixed	17	5	323	W. Palm Beach, Fla.	Mixed		25
139	Elmira, N. Y.	Mixed	50		328	Oswego, N. Y.	Mixed	16	
140	Schenectady, N. Y.	Mixed	28		332	San Jose, Calif.	Inside	4	22
141	Wheeling, W. Va.	Inside	3	15	333	Portland, Me.	Outside	4	28
143	Harrisburg, Pa.	Inside	23		334	Pittsburg, Kans.	Mixed	7	
145	Rock Island, Ill.	Inside	35	14	335	Springfield, Mass.	Railroad	18	
150	Waukegan, Ill.	Inside	2	29	336	Klamath Falls, Oreg.	Mixed		25
151	San Francisco, Calif.	Outside	116	7	337	Parsons, Kans.	Mixed		5
152	Deer Lodge, Mont.	Railroad	10	6	339	Ft. William, Ont., Can.	Railroad		33
153	South Bend, Ind.	Inside	6	13	340	Sacramento, Calif.	Inside	27	4
154	Davenport, Iowa	Outside		17	341	Livingston, Mont.	Mixed	12	2
156	Ft. Worth, Texas	Outside	23		343	Taft, Calif.	Mixed	5	1
159	Madison, Wis.	Mixed	32	1	347	Des Moines, Iowa	Inside	53	
164	Jersey City, N. J.	Inside	444		348	Calgary, Alta., Can.	Mixed	305	
165	Youngstown, Ohio	Railroad	1	5	349	Miami, Fla.	Inside	100	1
169	Fresno, Calif.	Outside	14		352	Lansing, Mich.	Outside	3	16
170	Santa Cruz, Calif.	Inside		5	353	Toronto, Ont., Can.	Inside	395	
173	Ottumwa, Iowa	Mixed		19	355	Lawrence, Kans.	Inside		5
174	Warren, Pa.	Inside	7		356	St. Marys, Pa.	Mixed		8
175	Chattanooga, Tenn.	Mixed	22	2	358	Perth Amboy, N. J.	Mixed	61	14
177	Jacksonville, Fla.	Mixed	2	20	363	Spring Valley, N. Y.	Inside	24	26
178	Canton, Ohio	Outside	15		364	Rockford, Ill.	Inside		51
180	Vallejo, Calif.	Mixed		14	367	Easton, Pa.	Mixed	31	
183	Lexington, Ky.	Mixed	11		369	Louisville, Ky.	Inside	65	
184	Galesburg, Ill.	Mixed	6		370	Twin Falls, Idaho	Mixed		9
185	Helena, Mont.	Mixed	28	2	371	Monessen, Pa.	Mixed	16	1
186	Gary, Ind.	Mixed	16		372	Boone, Iowa	Mixed		29
187	Oshkosh, Wis.	Mixed		16	375	Allentown, Pa.	Mixed	6	47
191	Everett, Wash.	Mixed		22	376	Princeton, Ind.	Mixed		5
192	Pawtucket, R. I.	Inside	38		377	Lynn, Mass.	Mixed	84	
193	Springfield, Ill.	Outside	49		379	Charlotte, N. C.	Inside	10	2
194	Shreveport, La.	Inside	35		382	Columbia, S. C.	Mixed	11	4
195	Milwaukee, Wis.	Outside	20	12	384	Muskogee, Okla.	Mixed	7	
196	Rockford, Ill.	Outside	1	25	387	Freeport, Ill.	Mixed	17	1
200	Anaconda, Mont.	Mixed	23	32	389	Glen Falls, N. Y.	Mixed	24	
204	Newport, R. I.	Inside	34		392	Troy, N. Y.	Mixed	98	
205	Detroit, Mich.	Railroad		21	393	Havre, Mont.	Mixed	14	17
208	Norwalk, Conn.	Mixed	42		394	Auburn, N. Y.	Inside	15	
209	Logansport, Ind.	Mixed		38	395	Millville, N. J.	Inside	8	2
210	Atlantic City, N. J.	Outside		124	396	Boston, Mass.	Outside	68	
212	Cincinnati, Ohio	Inside	348		397	Balboa, C. Z., Pan.	Mixed	25	
213	Vancouver, B. C., Can.	Mixed	6	102	400	Asbury Park, N. J.	Mixed	33	13
214	Chicago, Ill.	Railroad	133	29	401	Reno, Nev.	Mixed	1	27
217	Ogden, Utah	Mixed		8	405	Cedar Rapids, Iowa	Inside	17	2
219	Ottawa, Ill.	Inside	1	7	406	Stratford, Ont., Can.	Mixed	13	2
223	Brockton, Mass.	Inside	76		408	Missoula, Mont.	Mixed	12	5
226	Topeka, Kans.	Inside		21	409	Winnipeg, Man., Can.	Mixed	89	
230	Victoria, B. C., Can.	Mixed	9	46	411	Warren, Ohio	Mixed		16
231	Sioux City, Iowa	Inside		29	413	Santa Barbara, Calif.	Inside	23	29
232	Kaukauna, Wis.	Mixed	7	7	415	Cheyenne, Wyo.	Inside	11	
233	Newark, N. J.	Outside	23		416	Bozeman, Mont.	Mixed		26
235	Taunton, Mass.	Inside	13		417	Coffeyville, Kans.	Mixed	10	
237	Niagara Falls, N. Y.	Inside	19	7	418	Pasadena, Calif.	Mixed	1	76
238	Asheville, N. C.	Inside	22		421	Concord, N. H.	Mixed	1	17
240	Muscatine, Iowa	Mixed		12	426	Sioux Falls, S. D.	Mixed		10
241	Ithaca, N. Y.	Inside	1	15	427	Springfield, Ill.	Inside	28	
243	Salinas, Calif.	Mixed	1	9	428	Bakersfield, Calif.	Mixed	18	
245	Toledo, Ohio	Outside	74		429	Nashville, Tenn.	Inside	24	1
246	Steubenville, Ohio	Mixed	16	1	430	Racine, Wis.	Inside	19	
248	Saskatoon, Sask., Can.	Inside	11	1	431	Mason City, Iowa	Mixed	9	
250	San Jose, Calif.	Outside	8		434	Douglas, Ariz.	Mixed		11
251	San Angelo, Texas	Mixed	10	23	435	Winnipeg, Can.	Mixed	160	
256	Fitchburg, Mass.	Mixed	39		437	Fall River, Mass.	Mixed	71	
259	Salem, Mass.	Inside	65		441	Santa Ana, Calif.	Mixed	8	7
262	Plainfield, N. J.	Mixed	1	45	443	Montgomery, Ala.	Mixed	12	
263	Dubuque, Iowa	Outside	11	8	446	Monroe, La.	Mixed	15	
265	Lincoln, Nebr.	Mixed		12	449	Pocatello, Ida.	Mixed	10	2
268	Newport, R. I.	Mixed	6		453	Springfield, Mo.	Inside	10	8
269	Trenton, N. J.	Inside	145		456	New Brunswick, N. J.	Mixed	11	48
270	Milford, Mass.	Mixed		18	458	Aberdeen, Wash.	Mixed	10	2
271	Wichita, Kans.	Mixed	21	1	461	Aurora, Ill.	Inside		31
276	Superior, Wis.	Mixed	10		464	Valparaiso, Ind.	Mixed	14	
278	Corpus Christi, Texas	Mixed	9		465	San Diego, Calif.	Outside	3	26
280	Salem, Oreg.	Inside		12	466	Charleston, W. Va.	Inside	33	
284	Pittsfield, Mass.	Inside	52		468	Van Nest, N. Y.	Railroad		7
291	Boise, Idaho	Mixed		13	470	Haverhill, Mass.	Inside	12	
293	Columbus, Ohio	Railroad	28		471	Millinocket, Me.	Mixed	3	16
296	Berlin, N. H.	Mixed	3	11	474	Memphis, Tenn.	Inside	18	34

Vote					Vote				
L. U.	Location	Classification	Yes	No	L. U.	Location	Classification	Yes	No
477	San Bernardino, Calif.	Mixed	48		716	Houston, Texas	Inside	79	16
479	Berumont, Texas	Mixed	24	2	717	Boston, Mass.	Mixed	69	
480	Jackson, Miss.	Inside	3	15	719	Manchester, N. H.	Inside	41	
481	Indianapolis, Ind.	Inside	201	8	722	Cortland, N. Y.	Mixed		12
483	Tacoma, Wash.	Outside	118		723	Ft. Wayne, Ind.	Outside		67
488	Bridgeport, Conn.	Mixed		105	725	Terre Haute, Ind.	Inside	21	
490	Centralla, Ill.	Inside	5		728	Ft. Lauderdale, Fla.	Mixed	4	6
492	Montreal, Que., Can.	Outside	20		734	Norfolk, Va.	Mixed	135	15
494	Milwaukee, Wis.	Mixed	402		735	Burlington, Iowa	Mixed		12
501	Yonkers, N. Y.	Mixed	445		743	Reading, Pa.	Mixed	59	
504	Meadville, Pa.	Mixed	9		760	Knoxville, Tenn.	Inside		18
508	Savannah, Ga.	Mixed	11	3	763	Omaha, Nebr.	Outside	1	10
509	Lockport, N. Y.	Mixed		14	770	Albany, N. Y.	Railroad	28	
517	Astoria, Oreg.	Mixed		13	773	Windsor, Ont., Can.	Mixed	28	15
522	Lawrence, Mass.	Mixed	26	1	774	Cincinnati, Ohio	Railroad	55	
523	Yakima, Wash.	Mixed		13	784	Indianapolis, Ind.	Railroad	77	
527	Galveston, Texas	Mixed	11		787	St. Thomas, Ont., Can.	Railroad	14	
528	Milwaukee, Wis.	Railroad	60		794	Chicago, Ill.	Railroad	43	8
535	Evansville, Ind.	Inside	53		798	Chicago, Ill.	Railroad	17	
537	San Francisco, Calif.	Outside	13	11	802	Moose Jaw, Sask., Can.	Mixed	11	1
538	Danville, Ill.	Inside		22	809	Oelwein, Iowa	Railroad	13	5
539	Port Huron, Mich.	Mixed	11		817	New York City	Railroad	321	
540	Canton, Ohio	Inside	35		818	Roanoke, Va.	Inside	3	1
544	Hornell, N. Y.	Mixed		56	820	North Adams, Mass.	Inside	14	2
545	St. Joseph, Mo.	Inside	6	12	838	Meridian, Miss.	Railroad	28	
549	Huntington, W. Va.	Railroad		15	840	Geneva, N. Y.	Inside		7
551	Amsterdam, N. Y.	Mixed	6		850	Lubbock, Texas	Mixed	10	1
552	Lewiston, Mont.	Mixed	4	8	854	Buffalo, N. Y.	Railroad	41	
556	Walla Walla, Wash.	Mixed	6	8	855	Muncie, Ind.	Mixed	8	6
557	Saginaw, Mich.	Inside	20		857	DuBois, Pa.	Railroad	7	1
559	Kenora, Ont., Can.	Mixed		20	863	Lafayette, Ind.	Railroad	21	2
560	Pasadena, Calif.	Inside	9	1	864	Jersey City, N. J.	Railroad	31	6
561	Montreal, Que., Can.	Railroad	225	5	865	Baltimore, Md.	Railroad	48	6
565	Bridgeport, Conn.	Outside	1	9	870	Cumberland, Md.	Railroad	10	
567	Portland, Me.	Inside	31	4	874	Zanesville, Ohio	Mixed	12	
568	Montreal, Que., Can.	Inside	82	3	886	Minneapolis, Minn.	Railroad	50	
569	San Diego, Calif.	Inside	12	36	892	Mankato, Minn.	Mixed	10	
571	McGill, Nev.	Mixed		30	902	St. Paul, Minn.	Railroad	55	
572	Regina, Sask., Can.	Inside	4	9	907	Williamsville, Conn.	Mixed	3	8
573	Warren, Ohio	Inside	1	16	912	Collinwood, Ohio	Railroad	115	
574	Bremerton, Wash.	Mixed	22		914	Thorold, Ont., Can.	Mixed	25	
575	Portsmouth, Ohio	Inside	25	4	918	Covington, Ky.	Railroad		19
578	Hackensack, N. J.	Inside	66	32	931	Lake Charles, La.	Mixed		7
581	Morristown, N. J.	Mixed		100	948	Flint, Mich.	Mixed	19	2
584	Tulsa, Okla.	Inside	57	9	953	Eau Claire, Wis.	Mixed		7
586	Hull, Que., Canada	Mixed	30	1	968	Parkersburg, W. Va.	Mixed		8
588	Lowell, Mass.	Inside	7	20	978	Elkhart, Ind.	Mixed	24	3
591	Stockton, Calif.	Inside	5	7	991	Corning, N. Y.	Mixed	9	
593	Dunkirk, N. Y.	Mixed		20	995	Baton Rouge, La.	Mixed	10	3
595	Oakland, Calif.	Inside	48	21	1002	Tulsa, Okla.	Outside	8	23
596	Clarkburg, W. Va.	Inside		12	1012	Lorain, Ohio	Outside		5
599	Iowa City, Iowa	Mixed	1	21	1021	Uniontown, Pa.	Inside	10	1
601	Champaign & Urbana, Ill.	Inside		35	1024	Pittsburgh, Pa.	Railroad		62
602	Amarillo, Texas	Mixed	18	2	1029	Woonsocket, R. I.	Inside	16	
613	Atlanta, Ga.	Inside	112		1036	Jackson, Mich.	Mixed	26	
616	Owensboro, Ky.	Mixed	14		1037	Winnipeg, Man., Can.	Outside	150	
617	San Mateo, Calif.	Mixed	25	4	1047	Toledo, Ohio	Railroad	43	
622	Lynn, Mass.	Mixed	6		1057	Woodland, Me.	Mixed		5
625	Halifax, N. S., Can.	Inside		40	1086	Tacoma, Wash.	Railroad	48	
627	Lorain, Ohio	Mixed	1	13	1091	Battle Creek, Mich.	Railroad	14	2
629	Moncton, N. B., Can.	Mixed	22	1	1095	Toronto, Ont., Can.	Railroad	25	
631	Newburgh, N. Y.	Inside	15	6	1099	Oil City, Pa.	Mixed	3	12
636	Toronto, Ont., Can.	Outside	36		1101	Anaheim, Calif.	Mixed	14	
640	Phoenix, Ariz.	Mixed	81		1108	Willard, Ohio	Railroad		18
642	Meriden, Conn.	Mixed	10	3	1118	Quebec City, Que., Can.	Railroad	21	
648	Hamilton, Ohio	Mixed	6	35	1141	Oklahoma City, Okla.	Inside	18	10
649	Alton, Ill.	Mixed	13	1	1147	Wisconsin Rapids, Wis.	Mixed		30
653	Miles City, Mont.	Mixed		10	1154	Santa Monica, Calif.	Inside	20	2
654	Kingsston, N. Y.	Mixed	10		1156	Baltimore, Md.	Railroad	112	
656	Birmingham, Ala.	Railroad	34						
660	Waterbury, Conn.	Inside	40						
664	New York, N. Y.	Mixed	24	1					
666	Richmond, Va.	Inside	18	1					
668	Lafayette, Ind.	Mixed	11	2					
675	Elizabeth, N. J.	Mixed	27	54					
677	Cristobal, C. Z., Pan.	Mixed	7	80					
680	Fond du Lac, Wis.	Mixed	2	6					
681	Wichita Falls, Texas	Mixed	12						
683	Columbus, Ohio	Inside	13	7					
684	Modesto, Calif.	Mixed		14					
691	Glendale, Calif.	Inside	14	4					
695	St. Joseph, Mo.	Outside	2	14					
696	Albany, N. Y.	Inside	46	15					
697	Gary, Ind.	Inside	165						
701	Wheaton, Ill.	Mixed	23	20					
702	W. Frankfort, Ill.	Mixed	35	14					
707	Holyoke, Mass.	Mixed	37						
710	Northampton, Mass.	Mixed	25						
711	Long Beach, Calif.	Mixed	72						
712	New Brighton, Pa.	Inside		26					
713	Chicago, Ill.	Mixed	750	6					

G. M. Bugmazer

International Secretary.

LATE REFERENDUM RETURNS

Local		Re- Mailed celved			
		May	May	For	Against
329	Shreveport, La.	16	19	15	3
454	Pine Falls, Man., Can.	22	26	3	7
685	Bloomington, Ill.	19	21		27
915	Three Rivers, Que., Can.	17	19	12	

THE CONSTITUTION COMMITTEE

Here are the 11 members of the special Constitution Committee. They will convene in Washington shortly.

An honest effort has been made to draw them from all territory covered by the Brotherhood, as nearly as could be done—in the selection of 11 men—and considering all other matters. Each district—with Canada—is represented.

They are intelligent—experienced, competent, active—and come from local unions getting results for their members. They are in responsible positions in their local unions—and certainly ought to know—and I believe do know—the needs of the organization. They have produced and proven their fitness. They are actually dealing every day with the problems we face.

Consider them fairly—know the facts—and then throw your rocks—if you feel you should:

1. CECIL M. SHAW, Financial Secretary, Inside Local No. 353, Toronto, Ont., Canada.
2. CHARLES M. FEIDER, Recording Secretary and Business Agent, Outside Local No. 18, Los Angeles, Calif.
3. HARRY BRIGAERTS, Business Agent, Inside Local No. 6, San Francisco, Calif.
4. B. E. SYESTER, Business Agent, Inside Local No. 347, Des Moines, Iowa.
5. J. J. DUFFY, General Chairman, Electrical Workers on the Chicago, Milwaukee, St. Paul and Pacific Railroad, Railroad Local No. 886, Minneapolis, Minn.
6. IRWIN KNOTT, Business Agent, Outside Local No. 9, Chicago, Ill.
7. FRANK WILSON, President, Inside Local No. 3, New York City.
8. T. L. ELDER, Business Agent and Financial Secretary, Mixed Local No. 84, Atlanta, Ga.
9. JOHN BRADLEY, President, Inside Local No. 5, Pittsburgh, Pa.
10. JOHN J. REGAN, Financial Secretary, Inside Local No. 103, Boston, Mass.
11. LOUIS INGRAM, Outside Local No. 156, Fort Worth, Texas.

H. H. Baroach

Building Costs Fall While Wages Rise

THE National City Bank, largest in the world, leveled an attack in April against labor. It took the untenable position that construction was slow in rising because of "the relatively high cost of labor." It said:

"Mention is frequently made of one other deterrent to a full resumption of building activity, namely, the relatively high cost of labor. The Federal Reserve Bank of New York's index of wages in the building trades for February stood at 242, on the basis of 1913 as 100, which compares with 233 in February, 1929, and is the highest ever reached. Meanwhile a report given out on March 25 by the American Federation of Labor indicates that 42 per cent of its members engaged in the building trades were unemployed in March (preliminary figures), 43 per cent in February and 34 per cent in March of 1929. A feeling prevails that in view of the general tendency of costs and prices, new buildings may not be a first-class investment at the present time."

At that time this JOURNAL replied to the bank economists as follows:

"Here is a guarded but direct appeal for a reduction in wages. It will be used by every small-minded boss in the country as an excuse for such a reduction. And there is no economic excuse for the point of view. It is tawdry sensationalism."

"In the first place, labor has already taken a huge loss as a result of the depression."

Attack on wages of building tradesmen by National City Bank is found to be based on doubtful reasoning. Building costs have fallen, not risen, as bank implies.

That loss has been taken in prolonged unemployment. If justice were done labor, wages would be increased, not lowered.

"In the second place, business would be hurt by a reduction in wage. Hear what President Hoover's Committee on Recent Economic Changes says about the depression of 1921:

"For a time it was hard to get men enough, even at rising rates. When prices fell precipitously in 1920-1921 and unemployment was rife, the moment to insist on wage reductions seemed to have come. But the trade unions offered strenuous resistance, despite the number of the temporarily idle. Their resistance was more effective than it would have been had not the growth of population been retarded for some years. The prices of labor were cut, to be sure, but not cut as much as the prices of consumers' goods. Hence, when employment became tolerably full again toward the close of 1922, wage earners found themselves in possession of relatively large purchasing power. Then the economic advantages of a broad consumers' market began to appear. Employers discovered that their in-

ability to "liquidate labor" had been fortunate for themselves, as well as for their employees. The doctrine of high wages found conspicuous champions among the business leaders, and their formulations favored its spread. Discoveries in science, as well as in practical life, have often been made thus by observing the consequences of a thwarted effort."

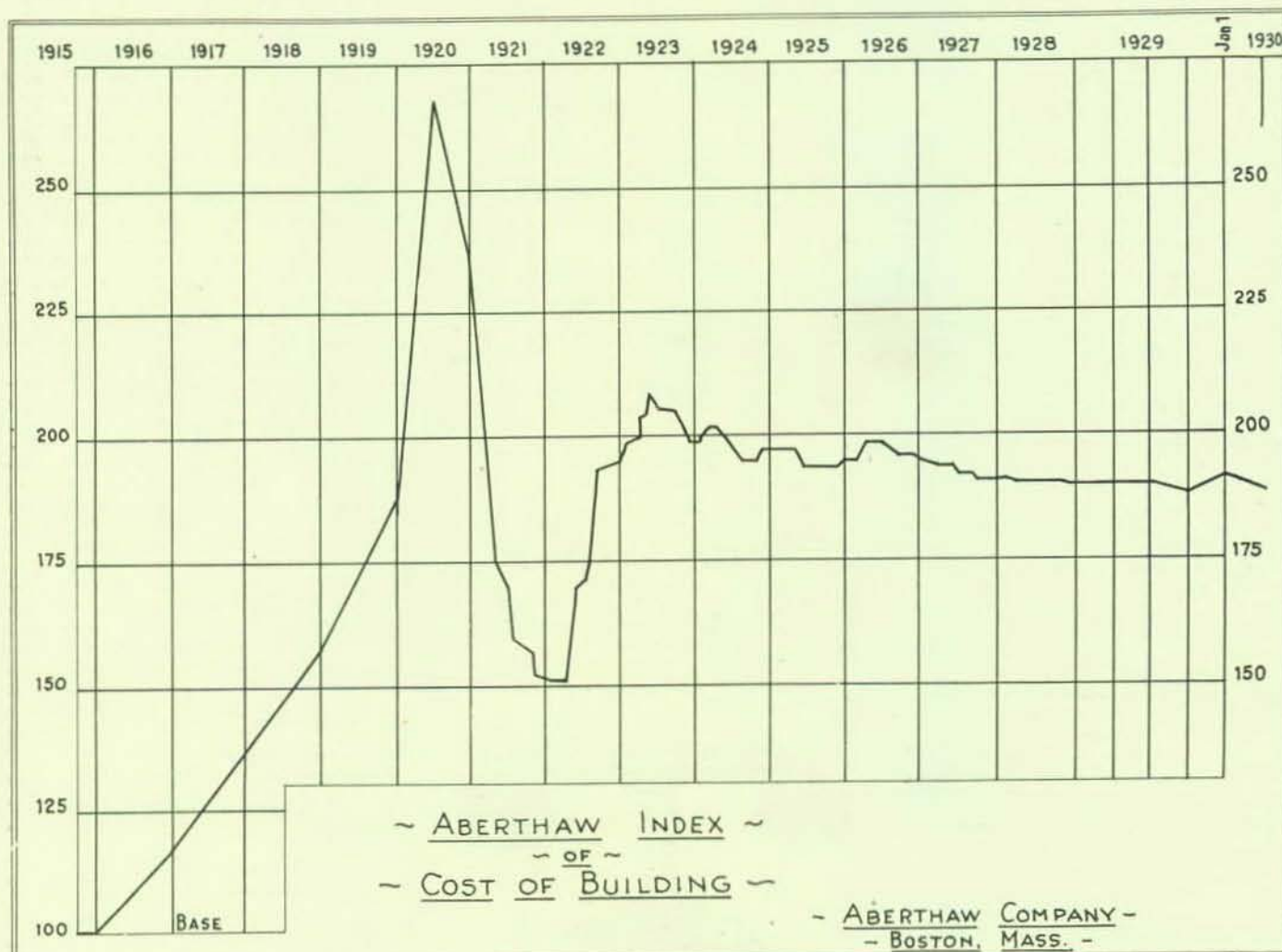
"Why the National City Bank should want to join the side of economic illiterates in advocating the opposite is more than we can see."

Laying aside for a moment the argument that high wages are essential to prosperity, let us examine the position of the bank on the question of building costs. If wages are exorbitant, it is reasonable to believe total building costs would mount. Two indexes, supplied by the research department, American Federation of Labor, indicate that building costs have fallen, have continued to fall in the very months of which the National City Bank speaks.

Building Costs

Compiled by the American Appraisal Company, based upon material and labor costs prevailing in the United States, weighted according to cost percentages de-

(Continued on page 372)



THE INDEX ROSE TO 192 IN JANUARY, DUE CHIEFLY TO AN INCREASE OF 30 CENTS A BARREL IN THE PRICE OF CEMENT. BY APRIL 1 IT HAD DECLINED TO 189, AS INDICATED BY THE INKED LINE ON THE CHART. THE ABERTHAW INDEX IS COMPOSED FROM RECORDS OF ACTUAL BUILDING COSTS ON WORK DONE BY THE ABERTHAW CONSTRUCTION COMPANY.

Dial Telephones Cause Furore in Washington

THE Bell Telephone Company has justly won the reputation of using astuteness in its relation to the public. Of all the big utility companies, it alone has escaped any kind of public regulation. It prefers, indirectly, to go through the federal courts, where it seeks rate adjustment, and it has been successful, history shows, in steadily pushing rates upward. It now has begun a campaign to mechanize telephone exchanges, including the national capital. For over two years preparations have been made in Washington to cut over to the automatic system. The change came in May. At that time the question arose, what will we do with the White House? The story of the solution of this problem was carried in the *ELECTRICAL WORKERS' JOURNAL* for May:

"We have said repeatedly that installation of dial telephones is forcing subscribers to become employees of the telephone company. We did not look to see so swift and so complete confirmation of our point of view. In the nation's capital the Chesapeake and Potomac Telephone Company, a subsidiary of Bell, is replacing manual with automatic operators. But this does not eliminate manual work. It passes it on to the public. In the course of the replacement the question came up 'What shall we do with the White House? Shall we force the President of the United States to become an employee of Bell?' And this is how the problem was solved. We shall let the Washington Star take up the story here. Quite innocently it pens a bitter editorial against the telephone policies:

"Special consideration is to be given the White House in the matter of installing the dial telephones.

"It has been learned that of the 12 trunk lines operating at the White House only two of them will be included in the dial arrangement. The others will be handled by hand operators.

"The decision to continue the hand operation of all but two of the White House trunk lines is said to have been prompted by a wish on the part of the telephone company to avoid causing the President and his secretaries unnecessary labor. It was determined that these government servants are busy enough without having to take time to manipulate dials every time they have occasion to talk over the telephone."

"But the other 500,000 Washingtonians can get busy calling their own numbers. Note, dear public, telephone rates never decrease with the installation of automatic service."

Every Senator received a copy of this *JOURNAL*. On May 22, Senator Carter Glass, of Virginia, arose in the Senate and said:

"Mr. Glass. Mr. President, I ask unanimous consent to take from the table the Senate Resolution No. 74, directing the Sergeant-at-Arms to have these abominable dial telephones taken out of use on the Senate side. I have not seen a Senator who does not say he is in favor of the resolution. Many of them have voluntarily come forward and told me that the system is a perfect nuisance to them.

"Mr. Robinson, of Arkansas. Mr. President, will the Senator yield?

"Mr. Glass. I yield.

"Mr. Robinson, of Arkansas. The Senator understands that the installation of the dial system is a great conservation measure. It results in the discharge of a number of employees.

"Mr. Glass. I object to that phase of it, and I object to being transformed into one

Long preparation of Bell to install automatic system fails to head-off bitter public protest. Subscribers are privy to scheme to increase profits at their expense. The Senate and House oust dials.

of the employees of the telephone company without compensation.

"Mr. Ashurst. Mr. President, I congratulate the Senator on the moderation of the language he employs in speaking of the dial system of telephones. The Congressional Record would not be mailable if it contained in print what Senators think of the dial-telephone system.

"Mr. McKellar. Mr. President, I want to congratulate the Senator from Virginia on the splendid work he is doing.

"The Vice President. The resolution will be reported.

"The Chief Clerk read the resolution (S. Res. 274) submitted yesterday by Mr. Glass as follows:

"Whereas dial telephones are more difficult to operate than are manual telephones; and

"Whereas Senators are required, since the installation of dial telephones in the Capitol, to perform the duties of telephone operators in order to enjoy the benefits of telephone service; and

"Whereas dial telephones have failed to expedite telephone service; therefore be it

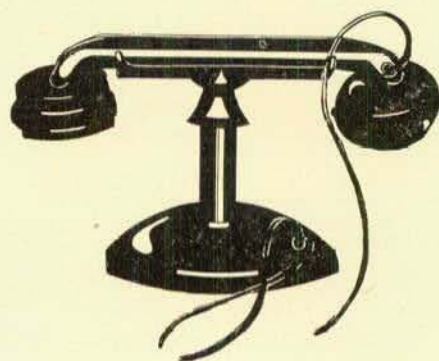
"Resolved, That the Sergeant-at-Arms of the Senate is authorized and directed to order the Chesapeake and Potomac Telephone Company to replace with manual telephones, within 30 days after the adoption of this resolution, all dial telephones in the Senate wing of the United States Capitol and in the Senate Office Building."

"The Vice President. Is there objection to the present consideration of the resolution? The Chair hears none. The question is on agreeing to the resolution.

"Mr. Dill. Mr. President, I want to say that I am in full sympathy with the resolution so far as it goes, but I have wondered why the Senator limited it to telephones in the Senate wing of the Capitol and the Senate Office Building, and why he does not introduce a bill which would keep the dial-telephone system out of the District of Columbia?

"Mr. Glass. I hope this will be a warning to the telephone company, and that they may do that voluntarily without being compelled to take the step.

"Mr. Dill. I hope that they will do it, and



if they do not, that Congress will enact a law to keep the dial system out of the District of Columbia.

"The Vice President. The question is on agreeing to the resolution.

"The resolution was agreed to.

"The preamble was agreed to."

At once the press of Washington came to the aid of the telephone company. They heaped ridicule upon the heads of the Senate, pretending that the Senators did not have enough intelligence to operate the dial. They contended that the Senate was obstructing progress, etc., etc. Despite this, protest continued. Hotels claimed dials hurt business. Even Mellon found dials a nuisance.

Finds Noises Make Stomachs Jump.

Balloons in peoples' stomachs to record what happens to that part of the human digestive apparatus when the ears are assaulted by a loud noise, were described by Mr. E. L. Smith, of the psychological laboratory of Colgate University, Hamilton, New York, before the recent meeting of the Acoustical Society of America at the Westinghouse Lighting Institute in New York City. It had been suspected, Mr. Smith explained, that one effect of loud noises on human beings is to create an unconscious "fear reaction" which may have important mental or physical results. Previous experiments had indicated, also, that fear or any other sharp emotional reaction often affects the rhythmic contractions of the stomach which go on more or less continually so long as that organ is in good health. To test these effects in the case of noises Mr. Smith arranged, under the direction of Professor Donald A. Laird, already known for his studies of the psychological effects of noise, to have each of four individuals swallow a small rubber balloon which then was distended with air and connected to a registering apparatus so that every change in the size or tension of the stomach could be recorded. When a loud noise was produced in the room, Mr. Smith told the society, the stomachs of some of his subjects contracted sharply, like a suddenly closed fist or like the muscular jump or "start" which some people give when surprised. Others of the individual stomachs, on the other hand, relaxed suddenly when the noise was heard. In all cases, however, the momentary contraction or relaxation was followed within a few moments by a decrease in the speed of the rhythmic stomach contractions and by changes in their intensity. The experiments must be extended before sure conclusions can be drawn but it is probable, Mr. Smith's observations suggest, that noise might affect the stomachs of some people sufficiently to cause indigestion.

Education does not mean teaching people what they do not know. It means teaching them to behave as they do not behave. It is not teaching the youth the shapes of letters and the tricks of numbers, and then leaving them to turn their arithmetic to roguery, and their literature to lust. It means, on the contrary, training them into the perfect exercise and kingly continence of their bodies and souls. It is a painful, continual and difficult work to be done by kindness, by watching, by warning, by precept, and by praise, but above all—by example.—JOHN RUSKIN.

Decision On Company Unions By Supreme Court

NOT the least interesting aspect—and perhaps of more far-reaching importance—of the recent decision of the U. S. Supreme Court in the famous *Clerks' case* (Texas and New Orleans Railroad vs. Brotherhood of Railway and Steamship Clerks, decided May 26) is the decree's bearing on the vital question of the relation of the Supreme Court to Congress. It has been repeatedly charged in Congress and out, that the highest tribunal has repeatedly nullified the laws of Congress, thereby taking over legislative powers never intended to be granted by the Constitution. For instance, it has been pointed out that the Clayton Act definitely exempted labor unions from the application of anti-trust laws, and yet the plain language of the act has never deterred the issuance of injunctions against labor on the ground of restraint of trade.

Now it came about that Congress passed the Railway Labor Act, on May 20, 1926. That act expressly and directly stated:

"Representatives, for the purposes of this act, shall be designated by the respective parties in such manner as may be provided in their corporate organization or unincorporated associations, or by other means of collective action, without interference, influence or coercion exercised by either party over the self-organization or designation of representatives by the other."

Now this would seem to be clear as language can be made, but this did not prevent the Texas & New Orleans Railroad from violating this clause, and to seek to back up its violation on legislative and constitutional grounds. It sought to set up a company union. It was deterred through court injunction secured by the railway clerks from doing so. Two lower courts sustained the clerks. When asked to rule in these decisions, the U. S. Supreme Court said:

"It is thus apparent that Congress, in the legislation of 1926, while elaborating a plan for amicable adjustments and voluntary arbitration of disputes between common carriers and their employees, thought it necessary to impose, and did impose, certain definite obligations enforceable by judicial proceedings. The question before us is whether a legal obligation of this sort is also to be found in the provisions of subdivision third of Section 2 of the act providing that 'Representatives, for the purposes of this act, shall be designated by the respective parties . . . without interference, influence, or coercion exercised by either party over the self-organization or designation of representatives by the other.'"

"It is at once to be observed that Congress was not content with the general declaration of the duty of carriers and em-

ployees to make every reasonable effort to enter into and maintain agreements concerning rates of pay, rules and working conditions, and to settle disputes with all expedition in conference between authorized representatives, but added this distinct prohibition against coercive measures. This addition can not be treated as superfluous or insignificant, or as intended to be without effect."

The court goes further. It rules that Congress has the constitutional authority

to regulate commerce in respect to industrial relations:

"We entertain no doubt of the constitutional authority of Congress to enact the prohibition. The power to regulate commerce is the power to enact 'all appropriate legislation' for its 'protection and advancement' (The *Daniel Ball*, 10 Wall, 557, 564); to adopt measures 'to promote its growth and insure its safety' (County of Mobile v. Kimball, 102 U. S. 691, 697); to 'foster, protect, control and restrain' (Second Employers' Liability Cases, 223 U. S. 1, 47). Exercising

this authority, Congress may facilitate the amicable settlements of disputes which threaten the service of the necessary agencies of interstate transportation. In shaping its legislation to this end, Congress was entitled to take cognizance of actual conditions and to address itself to practicable measures. The legality of collective action on the part of employees in order to safeguard their proper interests is not to be disputed. It has long been recognized that employees are entitled to organize for the purpose of securing the redress of grievances and to promote agreements with employers relating to rates of pay and conditions of work. *American Steel Foundries v. Tri-City Central Trade Council*, 257 U. S. 184, 209. Congress was not required to ignore this right of the employees but could safeguard it and seek to make their appropriate collective action an instrument of peace rather than of strife. Such collective action would be a mockery if representation were made futile by interference with freedom of choice. Thus the prohibition by Congress of interference with the selection of representatives for the purpose of negotiation and conference between employers and employees, instead of being an invasion of the constitutional right of either, as based on the recognition of the rights of both."

The decision has brought a great deal of encouragement to organized labor. This is the first case that directly involved company unions. The *New York World* on the morning following the decision said: "This ruling virtually sounds the death knell of company unions so far as the railroads are concerned, and it will undoubtedly affect their status indirectly elsewhere. The right of labor, in dealing with its employers, to be represented by agents of its own free choosing has been strengthened immeasurably."

The decision of the court was unanimous. Chief Justice Hughes rendered the decision. The unequivocal backing of Congress by the Court may have considerable bearing on Congress' power to limit the injunction in labor disputes — the coming struggle now forecast.

Skeleton of Decision Undermining Company Unionism

"Freedom of choice in the selection of representatives on each side of the dispute is the essential foundation of the statutory scheme. All the proceedings looking to amicable adjustments and to agreements for arbitration of disputes, the entire policy of the act, must depend for success on the uncoerced action of each party through its own representatives to the end that agreements satisfactory to both may be reached and the peace essential to the uninterrupted service of the instrumentalities of interstate commerce may be maintained. There is no impairment of the voluntary character of arrangements for the adjustment of disputes in the imposition of a legal obligation not to interfere with the free choice of those who are to make such adjustments. On the contrary, it is of the essence of a voluntary scheme, if it is to accomplish its purpose, that this liberty should be safeguarded. The definite prohibition which Congress inserted in the act can not therefore be overridden in the view that Congress intended it to be ignored. As the prohibition was appropriate to the aim of Congress, and is capable of endorsement, the conclusion must be that enforcement was contemplated."

"We entertain no doubt of the constitutional authority of Congress to enact the prohibition. The power to regulate commerce is the power to enact 'all appropriate legislation' for its 'protection and advancement' (The *Daniel Ball*, 16 Wall. 557, 564); to adopt measures 'to promote its growth and insure its safety' (County of Mobile v. Kimball, 102 U. S. 691, 696, 697); to 'foster, protect, control and restrain' (Second Employers' Liability Cases, 223 U. S. 1, 47). Exercising this authority, Congress may facilitate the amicable settlements of disputes which threaten the service of the necessary agencies of interstate transportation. In shaping its legislation to this end, Congress was entitled to take cognizance of actual conditions and to address itself to practicable measures."

"The legality of collective action on the part of employees in order to safeguard their proper interests is not to be disputed. It has long been recognized that employees are entitled to organize for the purpose of securing the redress of grievances and to promote agreements with employers relating to rates of pay and conditions of work. *American Steel Foundries v. Tri-City Central Trade Council*, 257 U. S. 184, 209. Congress was not required to ignore this right of the employees but could safeguard it and seek to make their appropriate collective action an instrument of peace rather than of strife. Such collective action would be a mockery if representation were made futile by interferences with freedom of choice. Thus the prohibition by Congress of interference with the selection of representatives for the purpose of negotiation and conference between employers and employees, instead of being an invasion of the constitutional right of either, was based on the recognition of the rights of both."

Meditation on Perpetuation of Divine Right

By CHAS. P. FORD, Chairman, International Executive Council

THE shrewd cynic who said, "We learn from history that mankind learns nothing from history" must have had the plight of the laboring people in mind. For it appears that all the mistakes of the past, perpetuated into the present, are brought to a focus upon the labor movement. We see so many of the ironies of history that we develop a bitter sense of humor.

One would have thought, for instance, that the divine right theory of social control was pretty much a has-been. But I have only to mention a certain prohibition officer, who told a Senate committee that the anti-saloon league walked in the veiled presence of the Deity. Well, after your good laugh, go back with me 30 years.

"* * * I beg you not to be discouraged. The rights and interests of the laboring man will be protected and cared for—not by the labor agitators, but by the Christian men to whom God in His infinite wisdom has given control of the property interests of the country. * * *

The above is quoted from a letter sent nearly three decades ago by George Baer, a coal baron and railroad magnate, to a person who appealed to Mr. Baer in the name of human justice and religion to use his great influence and financial power to bring about a settlement of the great anthracite coal strike that had the nation in chaos at the time.

It is not difficult to picture the condition of the great mass of people in this country today had the working people literally followed the views expressed by Divine-Right Baer, namely that their "rights and interests" would be protected and cared for "by the Christian men to whom God in His infinite wisdom has given control of the property interests of the country."

If God in his infinite wisdom has turned the control of property interests of the country over to certain outstanding Christians it is obvious that these outstanding Christians have an entirely different conception of the teachings of Christ from what the lowly, common mass of people have.

Conceded by Conservatives

There were a sufficient number of working men who did not show any great faith in the "Christian men" who claimed "God in His infinite wisdom had given control of the property interests of the country" to them, rather the poor misguided workers appeared to place more confidence and faith in the "labor agitators," and in place of discarding their trade union, they continued to build and strengthen it; and by this process they not only improved their own economic status and created better living standards, but improved the general economic situation of the entire commercial and industrial life of the nation. This is admitted even by conservative men and women, in their more lucid moments.

It is evident that the laboring men and women used good judgment, for if there exists any evidence that these so-called "Christian men" of more than a quarter of a century ago laid down any fundamental principles to protect the rights and interests of the real wealth producers of this nation, such rules have been overlooked or forgotten by those to whom, according to Mr. Baer, God had entrusted the workers' bread and butter. Those controlling the property interests of the country today may or may

not consider such control to be by Divine Right; there is not complete evidence that they do not look each morning to see if wings have sprouted. Their conduct and attitude towards the working people fail to reflect wisdom which tends to give protection in time of hardship or disaster.

We find today, the same as in the golden age of Divine Right Baer, the necessity for strong, militant and aggressive labor organizations. We find today, the same as yesterday, that everything labor organizations do for the betterment of mankind is opposed by a certain element of mankind. This element may or may not be Christian. It is not our privilege to determine their spiritual status. The function of organized labor is to carry on today and tomorrow, and until evidence proves the contrary, to the end of time, the same work that labor organizations have

historically performed, with new and added objectives.

Experience shows us that there are men (we assume they class themselves as Christians) who oppose by every method or ingenuity the human mind can devise, all efforts put forth or every movement made to improve conditions and remove want among the working people. Any legislation, be it state or federal, that has to do with giving protection to human beings is bitterly and fanatically opposed. And these men if not divinely called are clothed in the purple robes of respectability.

Welfare Plans Opposed

The working people's efforts to take children out of the factory and place them in schools was and still is opposed. Compensation

(Continued on page 376)



ONCE A BOURBON ALWAYS A BOURBON. A SCENE OUT OF AN OLD BOOK DEPICTING ARROGANCE OF BOURBON CASTE

Arithmetic Turned Into Bullets and Bread

By F. C. BANDEL, Business Representative of L. U. No. 28

FOR quite a number of years Local Union No. 28, I. B. E. W., continued to do business along the same haphazard lines that were characteristic of the average labor organization. We knew nothing of the earnings of our membership, less about the seasonal employment, the permit values of buildings, cost of living, value of the dollar, compensated wage rates expressed in buying power, and last but by no means least we did not know, except by surface indications, whether we as an organization were making any progress or heading in the other direction. The war had come and gone without the organization learning a great amount in the direction of meeting conditions brought about by the war, or correcting those which were left in its wake. Members shouted from the housetops that we had too many members and it must be said in their behalf that they were right, but no one knew how many would be necessary to meet the demand under average conditions in our city and further no one knew, at least they did not suggest, how we could get this information.

Then, in September, 1919, an incident, to which few attached much significance, happened. We changed business representatives, and did it by a large majority of one vote. This in itself proved to be a step in the right direction as the new business representative was all that the name implied. He immediately set out to put our local on a business basis. At first, there was considerable opposition and it was real resistance predicated on and prompted by fear of accepting something that had not been tried and proven. This had to be overcome and proved to be quite an undertaking. Slowly and gradually, but surely, he began to sell his ideas to a few who had the interest of the organization at heart and fought and defeated those who arbitrarily stood in the way of progress. One of the things which he advocated and fought the hardest for was a system by which the business office could get information that would be helpful in knowing the condition of the local, and negotiating agreements that would give our members conditions to which they were entitled. After all this preliminary work had been done and our present Fourth International Vice President, then our business representative, thought the opportune time had arrived, a special meeting was called on Sunday, April 3, 1921, for the purpose of putting into effect an unemployment insurance, part of which was the filing with the business office a weekly time card by each member of our organization similar to the one printed herewith. The meeting broke up without any definite action being taken but indications pointed to the fact that the organization was not yet ready for it. To anyone with less courage and determination than was possessed by this man, this would have been a soul crushing experience, but it only served to increase his determination to make them accept the medicine that he knew would result in partial restoration of their health. So with the assistance of a handful of the faithful the following section, known as Section 66, was added to our by-laws to go into effect January 1, 1923:

"Section 66. Members of L. U. No.

How one local union keeps an accurate statistical record of its operations and makes it pay is here told with clarity. This is an article of transcendent importance to electrical workers.

28, I. B. of E. W., shall be furnished with cards addressed to the local, and so printed as to make it easy for the member to submit a weekly time report to the organization, showing the number of hours worked during the week and name of firm. Failing to furnish the organization with such a report shall constitute an offense calling for an assessment of \$5, unless excused by the local. Each week for which report is not submitted within 10 days shall constitute a separate offense."

Utilizes Existing Agencies

I could go on and probably write indefinitely about the progressive steps that took place after this which resulted first in a two and one-half cent an hour assessment and later on a 10 cent an hour assessment for journeymen and a five cent an hour assessment for helpers, the establishment of a chart system of plotting these figures, and the starting of a firm known as the Enterprise Electric Company, which is used to smooth out the peaks in our employment curves, but as we are interested, for the time being at least, in statistics, how they are secured, and their effect, I shall stick strictly to that part of the ques-

tion. The foregoing Section No. 66, however, proved to be the foundation for securing our statistics. With this as a starting point, we immediately started to search around for other information that when used in conjunction with the figures we could get from the time cards would keep us pretty well posted on the progress that we were enjoying. We found that for the asking, which is really cheap, we could secure from the United States Department of Labor the index figures on the cost of living in our locality, from our city government the total amount of money expended for building in any one year, and from these certain combined figures could be obtained that were helpful in determining whether we were securing control of a larger or smaller percentage of the total work that was being done and also in combating arguments of the contractors who were unfairly inclined. While all of this has required considerable labor, we feel as though we have been amply repaid by the conditions we have secured through this procedure.

Whenever we requested an increase in wages before the inauguration of a statistical department, we were always met with the statement that while living had only increased 75 per cent over 1914 wages had increased well over 100 per cent. This was true, but all of us unconsciously felt that there must be a negro in the woodpile somewhere. Not until we took the Department of Labor's cost of living figures and computed the value of the dollar in reference to 1914 did we find the answer, and then in order to refute this time-worn argument we had to secure figures that represented compensated wage-rate buying power as compared to the base year of 1914. One of our biggest surprises was that despite our so-called high increase in wages, our compensated wage rate buying power did not meet the cost of living until 1924, the year after we had instituted our statistical department.

Put Teeth Into Law

It required time to educate the membership to the value of statistics and so in July, 1926, the following amendment was added to Section 66 of our by-laws (This gave the office more authority to enforce the collection of information and assure receiving it quickly):

"Change Section 66 to read as follows: 'All members, applicants for membership, or anyone working under the jurisdiction of this local, shall submit a weekly time report, containing the following correct and legible information: Member's name, employer's name, number of hours worked on each classification of work, total number of hours worked, number of hours worked at straight or overtime rate and total wages received.

"Failing to furnish the organization with a report shall constitute an offense, calling for the prevention of the member from working under the jurisdiction of Local No. 28.

"Each week for which a report is not submitted within 10 days shall constitute a separate offense calling for the penalty.

"Reports to be made on cards furnished by the local."

So much for the method by which we (Continued on page 373)

PLEASE WRITE PLAINLY AND MAIL WEEKLY		1930		19	
Name	Employed by	Specify No. of Hours Worked in Each Class	Straight Time	Time and one-half	Double Time
		Industrial Power			
		Industrial Lighting			
		Commercial Lighting			
		New House Wiring			
		Old House Wiring			
		Fixture Work			
		Telephones Bells or Signals			
		Shop Work			
		Jobbing Work			
		Marine Work			
		Total Number Hrs. Paid for			
		Total Wages Received			
		Complaints of Irregularities			

ATTENTION SECTION 66 BY-LAWS

SPECIMEN OF CARD SENT OUT BY L. U. NO. 28

St. Louis Business Men Back Group Social Insurance

THE May 19 number of the St. Louis Chamber of Commerce News is a special life insurance number. Ordinarily this would not attract attention. But down in St. Louis, the community has been treated to the spectacle of the attorney general of the state starting an investigation of the group life insurance, pension and disability insurance of Local Union No. 1, International Brotherhood of Electrical Workers. This legalistic field day has been made an occasion for criminalizations and recriminations. Gossips and defamers have run wild. Incredible charges of price-fixing, collusion and monopoly have been bandied about as freely as sauerkraut at a Dutch picnic. The enemies of organized labor have put themselves in the impossible position of declaring group life insurance is a blessing when big, brainy business men do it, but it is a crime when organized labor institutes it. An official of the United States Chamber of Commerce goes on record thus:

"Another form of service closely related to those discussed above and growing out of the very fundamental purposes of the business is group insurance, which has been the subject of miraculous development during the past 14 years. The beneficent results of group insurance in harmonizing relations of employer and employee have been established and are accepted among enlightened employers of labor so that it is now estimated that more than 7,500,000 of our industrial employees are group-insured for over \$9,500,000,000. Moreover, group insurance in many cases has been found to constitute the only insurance protection on an employee's life. From available records it has been determined that at least 30 per cent of the workers in industry have no protection other than the coverage afforded under the group life insurance policy. Group life insurance deserves no small part in the 'service' which is being rendered by the life insurance institution."

A president of a great insurance company continues in this vein:

"Life insurance plays many parts in personal relationships. The part it plays in industrial relations is none the less important. The present-day manifestations of the great good insurance has brought to industry in the matter of fostering a more understanding relationship between employer and employee is directly traceable to group insurance. Group insurance in the last analysis, is merely the application of fundamental insurance principles in such a way that they meet the twin insurance needs of business; mass coverage at a consequently reduced cost.

"No more convincing evidence that group insurance is virtually an industrial personnel necessity could be proffered than this—its growth and present volume. The first group contract was effective on June 1, 1911, and in less than 19 years the volume of this coverage in force has grown to approximately \$9,500,000,000—an amount larger than the total volume of old line insurance in force in the United States at the beginning of the present century.

"The life of the employee revolves around his pay check. His happiness, his efficiency,

When is life insurance a blessing and when is it a crime? Down in St. Louis where the attorney general of Missouri casts reflection on electrical workers group plans, with the tacit consent of business men, the St. Louis Chamber of Commerce lauds group insurance to the skies.

his loyalty are vitally affected by it. If that pay check can be guaranteed against irregularity and discontinuance it will relieve the employee of the weight that the dread uncertainty lays upon him. His efficiency increases as his monetary worries decrease. Group insurance lessens this dread by assuring the continuance of the employee's pay envelope when he is unable to work because of sickness or accident, old age or permanent disability, and the continuance of the pay check to the worker's dependents for one year in case of his death."

In all this interesting number of the Chamber of Commerce News nothing is said about the costs of group insurance to the public. This point is only raised to estop, if and when possible, the spread of union insurance.

Old Men Have Better Eyes But Worse Ears

Forty-five is the dangerous age for men's eyes and ears if not for the rest of their bodily equipment, according to studies made recently by the Research Division of the Milbank Memorial Fund, of New York City, on 100,000 records of physical examinations accumulated by the Life Extension

Institute. All of these 100,000 individuals, the statisticians of the Fund report, were over 25 years old, white, native-born Americans. Many occupations were represented, mostly from the better-paid and more highly-placed classes. Among individuals between 25 and 40 years old, the statistics indicate, eye defects were found in from 19 to 24 per cent of the persons examined. A year or two beyond forty the percentage of such defects increases sharply, so that over half of the men of 50 are found to have defective eyes. A curious point is that the percentage of eye defects in very old men actually decreases, probably meaning that persons with good eyes are a little more likely to live beyond 60 or 70 than are men with eye defects. Some eye defects probably result from general bad health also apt to cause earlier death. The statistics of defective hearing show a similar sudden rise in men of 40 or 45 but no decrease at 60 or 70. Among men between 25 and 40 defective hearing is found in less than 10 per cent of the persons examined. Between 40 and 60 the percentage of ear defects increases rapidly, so that about a third of the men of 60 have something wrong with their ears. At greater ages, instead of decreasing in percentage as eye defects do, the ear defects increase still more sharply, so that nearly half of the men of 70 are partly deaf.

Young Men Have More Colds Than Old Ones

The disease which physicians call the "common cold" is rightly named for men of twenty, not quite so justly so for men of sixty. So discover the medical statisticians of the Milbank Memorial Fund of New York City, whose studies of 100,000 personal medical histories of American men between 20 and 70 years old, accumulated by the Life Extension Institute, recently have been released. Among young men of 20 or 25, the fund's experts report, about one person in five suffers frequently from colds. Middle-aged men are more nearly immune, only about 13 per cent of the men of 40 being frequent cold sufferers. Men of 60 and 70 have still fewer colds, for only about one person in 10 in these age classes reports that he suffers frequently. Just why there should be this tendency for persons who suffer from frequent colds to be mostly in the younger age classes the fund's experts do not decide. The difference might be ascribed to gradual accumulation of immunity to colds in the older members of the population were it not that the statistics also show smaller percentages of old people who have enlarged tonsils, a deflected septum in the nose or similar defects of nose or throat. Possibly persons who possess such defects in early life and who suffer for this reason from many colds tend to die at relatively early ages from pneumonia or other diseases aggravated by their nose or throat condition, thus leaving people with healthier throats and fewer colds to constitute larger fractions of the long-lived groups.

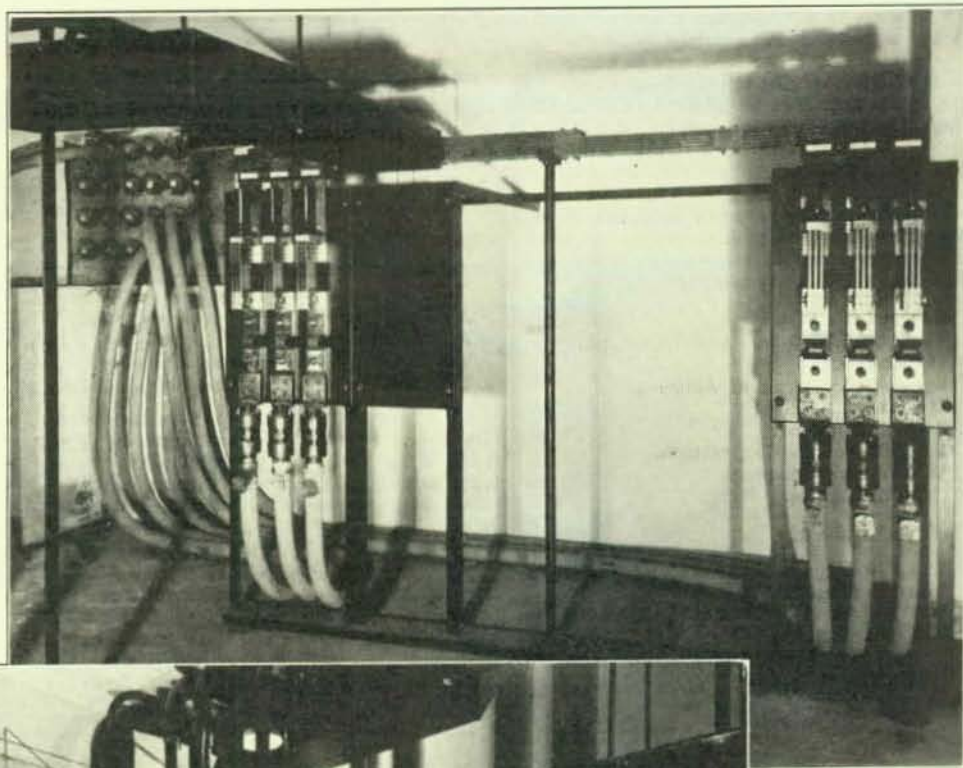
YOU KNOW ME WELL!

I am the friend of mankind.
I am the conservor of the world's wealth.
I am employed by the wise, and disdained only by the thoughtless.
I offer protection, I ward off care,
I bring comfort in catastrophe,
I am all that is good.
I am the purveyor of helpful thoughts even to the bereaved;
I ease sorrow in its course and business on its way.
Rich and lowly bow to my graciousness,
Storms I baffle in their purpose,
Thieves steal and fire burns in vain,
For I am the nemesis supreme of earthly loss.
I am the foe of destruction, the builder of profits, the essence of terrestrial assurance,
I am particular, yet available to all—
I am INSURANCE—get me!

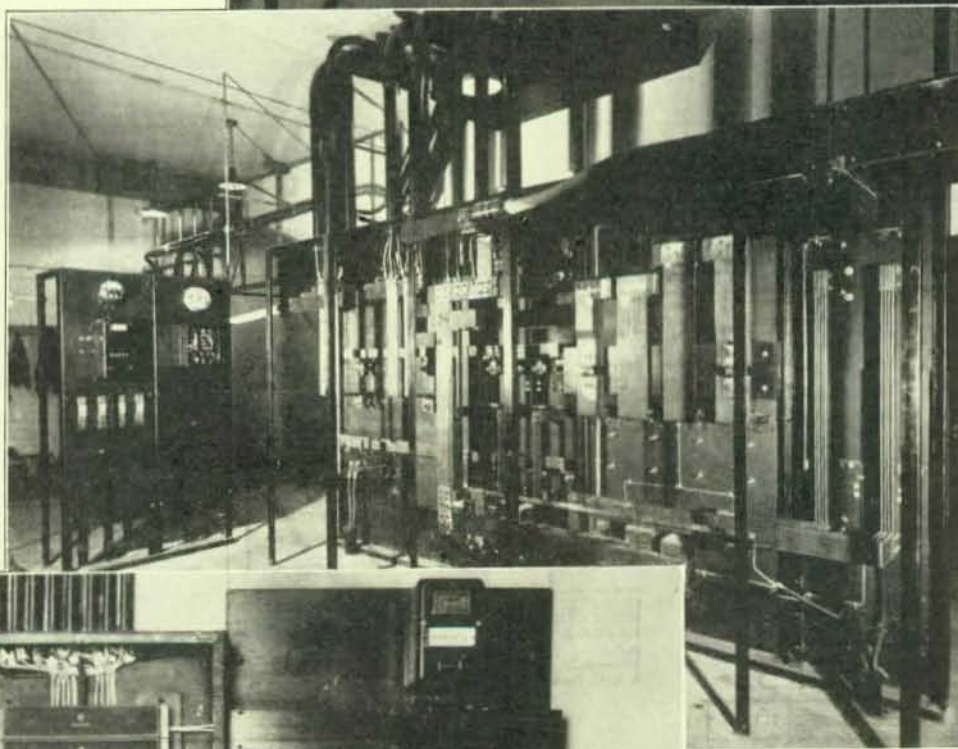
—St. Louis Chamber of Commerce.

Does it Pay to Train Our Men for Big Jobs?

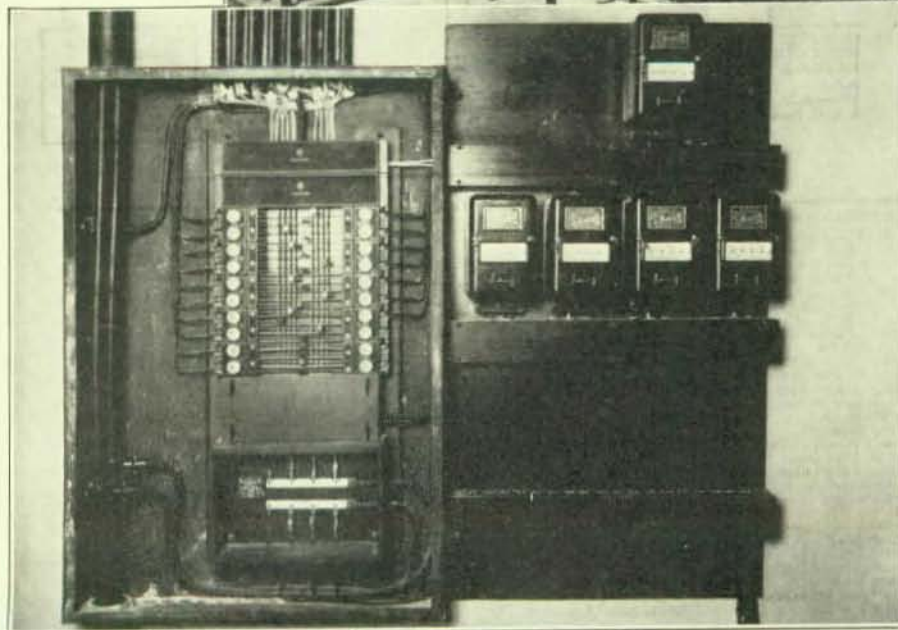
CHICAGO is outstanding of American cities in its electrical apprentice schools. Apprentice classes, with elaborate, thorough, tested and successful electrical courses; electrical apprentice clubs; electrical apprentice life with newspaper, social affairs, traditions and standards give Chicago leadership. Practicality marks all this work. Recently a job was completed under the supervision of Stanley Pfeuger, a Washburn Apprentice School graduate, which won a letter of commendation from J. Livingston and Company, Electrical Contractors, on the job. The job was the Michigan Square Building. The letter was more prized, no doubt, by Mr. Washburn than a diploma granted by a State University. It was also prized by Murt C. Enright, director of Chicago apprentice training, and by the Chicago local unions. It meant that the locals had demonstrated that the apprentice training was sound and effective. This incident illustrates beyond guess work the value of sound technical training for local union men. It becomes a symbol of the whole movement within the organization for competency.



(Right)
Note the fanning of service cable, rope and cement work. All spare conduits are sealed with wiping caps, and at service switches the G and W pothead lugs.



(Above)
On the Michigan Square Building, Chicago, supervised by a graduate of apprentice classes, work of high character is everywhere evident.



(Left)
Neatness of interior wiring in cabinets and of conduits entering cabinets.

World Radio Combine Tested By U. S. Law

WHEN is a trust not a trust? Shall anti-trust laws apply to combinations of labor, and not to combinations of capital? In effect, these questions are to be answered by federal courts. On May 13, the U. S. Government filed a bill in the United States District Court, Wilmington, Del., destined to test the combination in restraint of trade exercised by certain radio groups. The case has attracted world-wide attention inasmuch as the largest communication corporations in the world are directly or indirectly involved.

General Electric.
American Telephone and Telegraph.
Westinghouse.
Radio Corporation of America.
Western Electric.
RCA Photophone.
RCA Radiotone Corporation.
RCA Victor Company.
General Motors.

Here is involved:

The two largest electrical manufacturers in the world.
The largest telephone company.
The most influential radio company.
The largest telephone manufacturing group.

American labor watches with keen interest the suit brought by the U. S. Department of Justice against radio manufacturers. Talkies involved. Huge corporations implicated. World ramifications seen.

An important talking picture concern.
An important tube manufacturer.
The largest phonograph company.
The most powerful automobile company.

It is alleged "the defendants have continuously refused except on terms prescribed by them, to grant licenses under said patents and patent rights to many individuals, firms or corporations for the purpose of enabling the latter to engage in radio communication, radio broadcasting or interstate commerce in radio apparatus, independently of, or in connection with, the defendants."

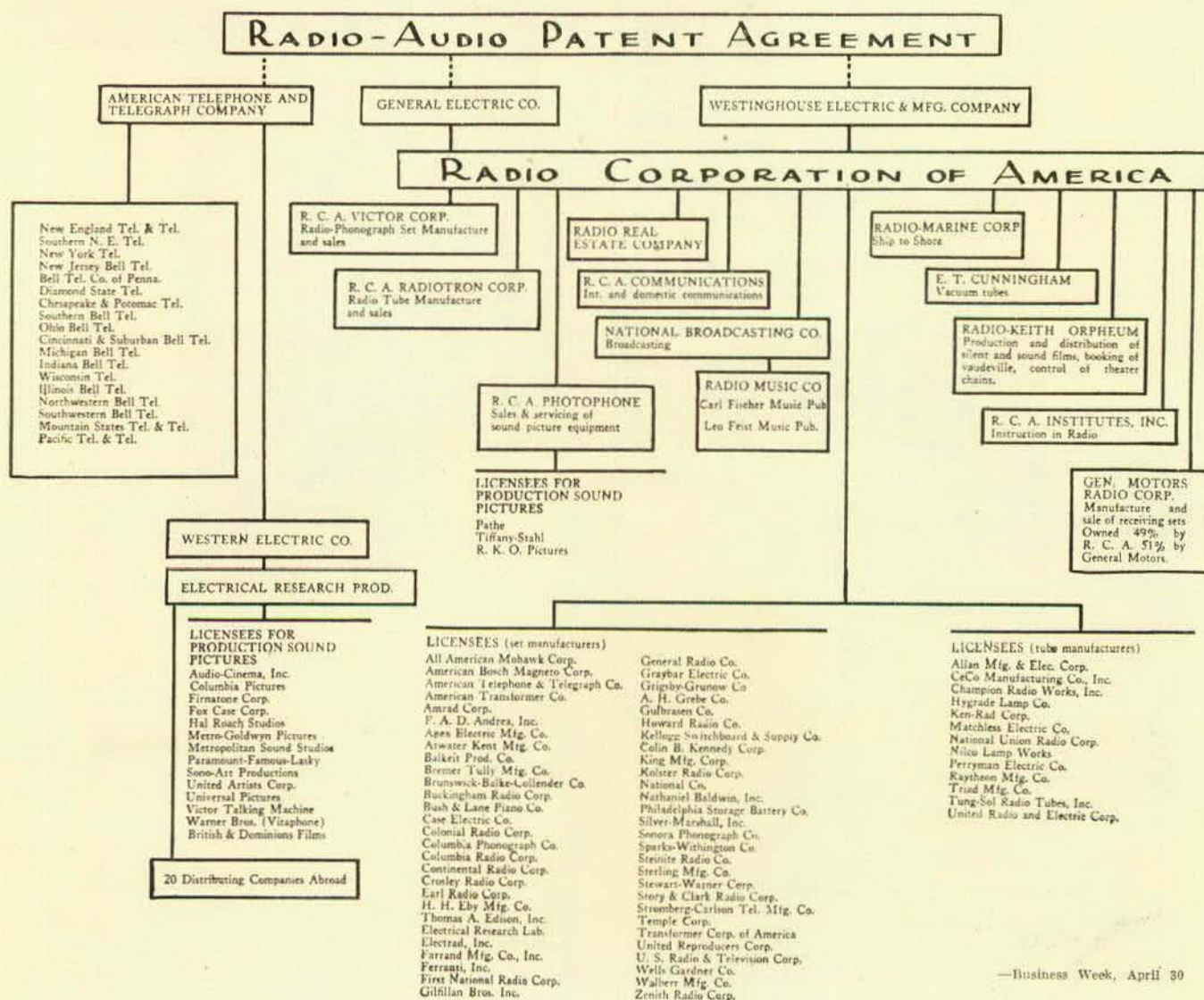
It is stated in the bill that "through the licensing, cross-licensing or pooling of radio patents of all of them," the defendants

have acquired and now control more than 4,000 patents or alleged patents on radio apparatus. It is alleged also that "said patent pool has enabled the defendants to dictate by agreement among themselves the terms upon which any competitor may use the patents owned or controlled by any of said defendants."

Further, the bill says, "the agreements between the primary defendants make provision for extending the combination in restraint of interstate commerce in radio apparatus far beyond the life of any patents owned by said primary defendants when the agreements were made. The primary defendants have, by their agreements providing for licensing each other under all existing and future patents, prevented all litigation between themselves."

The bill states that "the number of receiving sets sold in interstate commerce during the year 1929 was in excess of 4,500,000. The primary defendants and their licensees now manufacture approximately 95 per cent in value of all radio apparatus manufactured, used and sold in interstate commerce."

I never make the mistake of arguing with people for whose opinions I have no respect.
—GIBBON.



Radio Vital Issue With Organized Labor

By HON. FRANK R. REID, M. C., Illinois

ON May 9, 1930, I introduced House Joint Resolution No. 334, to amend the radio act of 1927 by providing that the Federal Radio Commission shall assign three cleared channel broadcasting frequencies to the Departments of Agriculture, Labor, and Interior, which shall be licensed to the radio stations recommended by the heads of those government departments as being most representative of the labor, agricultural, and educational interests of the United States.

I was impelled to introduce this resolution on account of the arbitrary and biased action of the Federal Radio Commission in denying a cleared channel to the station of organized labor, radio station WCFL, while it has granted six or seven cleared channels to the Radio Trust.

Since the resolution was introduced the Department of Justice through the Attorney General of the United States has brought suit in the name of the United States of America against the corporations composing the Radio Trust—namely, the Radio Corporation of America, General Electric Co., American Telephone & Telegraph Co., Western Electric Co., R. C. A. Photophone (Inc.), RCA Radiotron Co. (Inc.) RCA-Victor Co. (Inc.), General Motors Radio Corporation, and General Motors Corporation.

In this suit the Attorney General charges that these great corporations constitute a gigantic monopoly of the radio business, and that they have engaged in an unlawful combination and conspiracy in restraint of trade and commerce in radio communication and radio apparatus, and have monopolized, and are combining and conspiring with one another to monopolize the said business in violation of the laws of the United States.

The Attorney General has petitioned the United States District Court in Delaware to order the dissolution of several of these corporations because of their unlawful acts in furthering this combination and conspiracy in restraint of trade.

Sixty Million Radio Listeners

Sixty million radio listeners in the United States are keenly interested in the outcome of this proceeding, and are seriously concerned in all efforts to prevent the air from being monopolized by a few gigantic corporations serving their own selfish ends.

Vested Rights in Air Aim of Radio Trust

The aim and purpose of the Radio Trust is to secure vested rights in the air, and when it has been successful in its attempts good-bye to freedom of the air. It will never be possible, then, to loosen the grip of the monopoly on the radio facilities, and a virtual dictatorship will prevail in the United States in all matters concerning this marvelous

Congressman Reid projects labor's battle for a free channel against a background of wise public policy.

new means of communication.

Never in the history of the Nation has there been such a bold and brazen attempt to seize control of the means of communication and to dominate public opinion as is now going on in the field of radio broadcasting.

Never in our history has an agency of the Federal Government shown such favoritism or such a crass disregard for the interests of the workmen and women of the nation.

Is it in the public interest, necessity, and convenience that all of the 90 channels for radio broadcasting be given to capital and its friends and not even one channel to the millions who toil? Will the public interest be served by opening all channels of communication to those who employ and denying any channel of communication to the vast group of the employed?

Congress Must Prevent Monopolistic Control of Radio

It is extremely important that the Congress shall enact such legislation as will recover this priceless treasure—radio—from monopolistic control by a few corporations which are using it for private profit and gain.

Congress itself must preserve and utilize it for the people as a whole, and must see that a substantial part of the limited precious radio facilities be allocated for education, information, instruction, and inspiration, to the end that the great mass of men and women shall derive from it knowledge, culture, character, and ideas, as well as entertainment, and shall thereby be better enabled to solve the problems of everyday life.

Congress should evaluate carefully the power and limitless possibilities of radio; it should look far ahead, and it should enact legislation that will preserve the full and free use of radio as a heritage to posterity.

Organized Labor Discriminated Against By Radio Commission

Organized labor, with some 4,000,000 members and comprising with their families almost a fourth of the entire population of the country, and representing not only its actual membership but the many other millions of men and women who toil, has asked the Federal Radio Commission for just one channel of the 90 available in this country, together with ample power and adequate time of operation.

The commission, however, has denied this petition, and has granted to WCFL, labor's station, the right to broadcast on only 1,500 watts power during the daytime only, while it has granted to the Radio Trust six or seven cleared channels, with unlimited time of operation, besides numerous other broadcasting stations with part-time operation.

Metropolitan newspapers, which already have a powerful means of communication, but which are nevertheless local institutions, have been given the choicest wave lengths, with ample power and unlimited time of operation.

Hundreds of private individuals and corporations, who are seeking solely to make a private commercial profit out of radio, have been granted choice channels, with ample power and time of operation.

But the great body of millions of workmen in the country, represented in the American Federation of Labor and its affiliated organizations, have been told that it is not "in the public interest, necessity, and convenience" for them to have a voice on the air.

Radio Vital Issue With Organized Labor

The resolution which I have introduced contains an outline of the reasons which make such legislation necessary at this time, and details the treatment which radio station WCFL, owned and operated by organized labor, has received at the hands of the Federal Radio Commission.

The property of this station has been virtually confiscated by the unwarranted and unjust action of the commission in denying it appropriate broadcasting facilities and limiting it to 1,500-watt power, after having authorized the station to construct a 50,000-watt station.

The commission in thus reversing itself has caused WCFL serious financial losses, which must be borne by the workmen and women of the nation who support the station.

(Continued on p. 373)



BUST OF GOMPERS IN THE STUDIO OF WCFL

St. Paul's Municipal Investment Bank Succeeds

By C. J. McGLOGAN, Vice President

IN practically every state in the Union great numbers of private banks have closed their doors. With but a very few states enjoying the so-called Bank Guarantee Law, the depositors in most instances were only returned a small share of their savings by these closed financial institutions. We find chain or merged banking institutions controlling the financial stability of the country with parent institutions located on Wall Street.

Citizens of St. Paul (approximately 9,000 in number) are, however, using a financial institution conducted by the city government which not only safeguards their deposits, but likewise pays to savings deposits 4 per cent interest daily. Because a similar institution, in all likelihood, could be set up by the various municipalities throughout the country, I am writing this article so citizens of other cities may enjoy the protection which most counties and states enjoy as to the protection of their deposits by the amendment of their laws to permit the setting up of such bureaus or banks.

Charter Provisions

The Home Rule Charter under which the city government operates in St. Paul, provides for a sinking fund committee to have charge of all finances, composed of the mayor, comptroller and commissioner of finance. It further provides that this committee shall sell participating certificates of City of St. Paul Bonds in multiples of \$10 to its citizens, or any resident of the municipality desiring to buy them. Each investor is limited to \$2,500.00 in certificates unless specially authorized by the sinking fund committee to purchase a greater amount. This provision is to prevent evasion of the money and credits tax levied by the state. The certificates are payable on demand, but the committee may, at its discretion, require 60 days' written notice as a prerequisite for cashing the certificate, a privilege sometimes exercised by banks, but never has been exercised by the sinking fund committee of this municipality. The city buys securities with the money realized from the sale of certificates and is restricted to purchasing only City of St. Paul Bonds.

The bonds purchased by the bureau from the proceeds usually bear between four and five per cent interest. The certificates bear four per cent interest from the time of the purchase until the investor cashes his certificate. If the certificates are not redeemed interest is paid semi-annually. The expenses of operation of this bureau are approximately \$12,000.00 per year and are paid by the difference between the interest realized from the bonds and that paid to certificate holders. The profit per year made by the municipality is approximately \$25,000.00. The following statement clearly shows the income expense and yield to the bureau:

	Per Cent
Present yield.....	4.457
Interest paid.....	4.000
Gross yield.....	.457
Overhead .....	.098
Net yield.....	.359

Unique banking institution operated by city described by former member of city government. Is a people's bank in fact. Wage-earners can now become bond owners.

Deposits Grow Rapidly

Each certificate represents a share in a city bond, backed by the faith and credit of the city, its bonds, taxes and property. It gives to the small investor the advantages accruing to the bond holder, for in reality the investor buys bonds in small denominations. It has an advantage over the postal savings banks because it pays a rate of interest two per cent higher. It has advantages over the savings banks in that the credit of the people is behind every certificate, and a depositor may withdraw his money at any time with interest to date. The bank has prospered from the start.

It has never advertised. The day before the bureau opened, the newspapers presented the plan in detail and in the first three months \$150,000 in certificates were sold. At the end of the first eight months the city had sold certificates to the amount of \$1,450,920. The total withdrawals during this period were \$284,860, leaving a balance of \$1,166,160 in the treasury. This amount represented deposits of approximately 2,000 individuals, who held 7,520 certificates. The majority of these certificates were issued to working people who make weekly or monthly deposits. The police and fire pension funds along with

many trust funds are also invested in the bureau. On January 1, 1930, deposits totaled \$11,173,960. It is interesting to note that during the years of bank failures deposits increased more rapidly than in other years.

Grand Jury Investigates

In March, 1916, the grand jury headed by a prominent banker, after investigating the bureau, condemned it on the ground that it was not conducted along the best lines of finance and that its charter did not authorize the city to conduct such an enterprise. But the state public examiner, who investigated it, approved the plan and praised the sinking fund committee for their far-sighted policy. The bank's opponents then appealed to the state banking department, but this department refused to take action.

As a result of this grand jury report the people started a run on the bank. During its first day, April 1, 1916, the bureau paid out \$115,430. The run continued for three days. To meet the demands of the people, the commissioner of finance easily converted bonds into cash, which he paid out to the depositors. On April 4, the people, finding they had become alarmed over nothing, began to redeposit their funds.

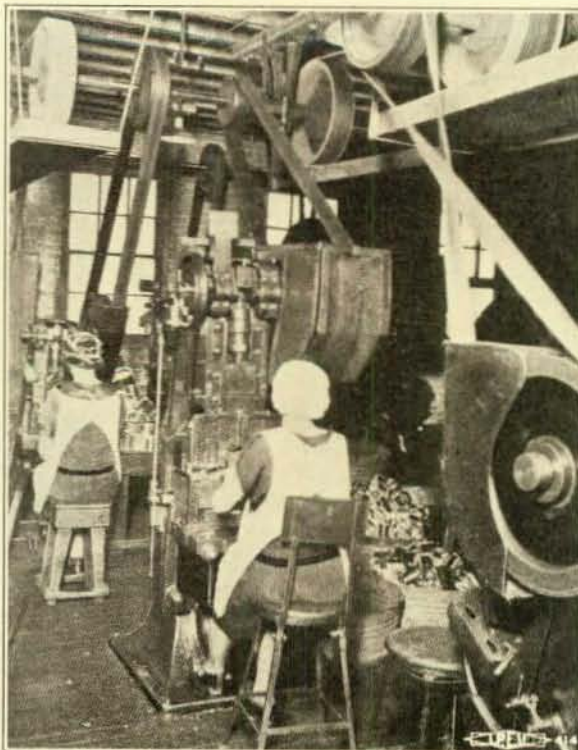
When the city attorney approved the plan he did it on the ground that the bank was organized under a provision of the city charter authorizing the sinking fund committee to buy and sell city bonds. To be sure that no one would condemn the bank again on its legality, the commissioner of finance prepared a charter amendment, but the charter commission, influenced by outsiders, rejected it. A petition was then drawn up to submit the amendment at the next election, and it was adopted by a large majority on May 2, 1916.

The amendment provides that (1) the sinking fund committee can purchase and make sales for the sinking fund to serve the best interests of St. Paul; (2) bonds of the city of St. Paul and interest bearing certificates of the city held by the sinking fund committee may be sold in fractional parts and in multiples of \$10; (3) those that are sold in whole or fractional parts must be kept separate from other securities held by the sinking fund committee, and a complete record of these securities shall be kept by the commissioner of finance and a duplicate copy by the comptroller; (4) the sinking fund committee shall have the power to determine the interest paid on certificates of part ownership; and (5) all profits from fractional sale and purchases shall be credited to a special fund and all expenses incurred in such operation shall be charged to this fund.

Bureau Aids the City

From this time the bureau made steady progress, showing a profit each year on its own transactions.

The books of the bureau are audited daily by an employee of the comptroller's office and annually by the state comptroller. To reduce further the tendency to fraud the commissioner of finance, early in 1921, requested all holders of participating city bond certificates issued



THESE GIRLS CAN BECOME BONDHOLDERS IN THE CITY OF ST. PAUL

(Continued on page 372)

Panama Canal for United States Citizens Only

By EYE WITNESS

TO eulogize the Panama Canal by recording only the marvels of its operation features, the beauties of its scenery, and the economical commercial achievements it renders to shipping would make interesting reading. If a book were to be written with the above as the subject its circulation would be of profit to its author. There is another phase in the operation of the Panama Canal that pertains neither to its marvels nor to its beauties, although an intelligent person might marvel that such a condition could exist. It is a subject that would prove unprofitable for an author to write on, and it might cause embarrassment or disaster to him. The theme would be "the relation of the United States citizen workman on the Panama Canal in competition with the non-citizen negro alien."

Previous mention has been made to the JOURNAL by correspondents relative to the vast sums of American dollars, amounting to some \$50,000,000, to be spent in strengthening the defense works and enlarging the fortification areas. This work is being carried on by the United States Army and the United States Navy. This in itself carries no seemingly particular interest to the workman in the States. However, if he were to look into the matter a bit inquisitively, wondering as to how much of a laboring force is employed, and under what sort of conditions they are working, and if they are all citizens of the United States, he might open his eyes a bit and sit up and take notice.

Patriotism Begins Where?

The first natural thought would be that every person employed by our army and our navy would be a citizen of the United States, the country they are sworn to protect. He would say, "Well, the amount of work represented by that huge sum of money will help the unemployed. Not much, of course, but some, and every little bit helps." Does it though? No, my fellow citizen, it does not, not even a little bit. Reams of paper have been used, thousands of words have been written, much time and money have been expended in the effort to insure the employment of American citizens to perform all the work (above the grade of laborer and messenger, at least) on projects sponsored by the United States Army and the United States Navy in the Panama Canal Zone and vicinity. Remember, also, that the Panama Canal itself is in the hands of the army, being directly under the Secretary of War, and the same employment conditions exist there, though not to such a pronounced degree. A ruling (law) does exist that all positions paying \$75 or more

must be filled by American citizens, but this is not of much value in that no mention of the grade of employment is made. This law applies to the Panama Canal only.

So far the efforts of local labor leaders, through the Metal Trades Council, seems to have fallen on barren soil. They are not discouraged, though, and will continue the fight until something happens, either to themselves or to the law. As one prominent labor leader stated, "that if it had not been for the labor movement, the Canal today would be operated by the uniformed soldiers in the army. The Engineer Corps would be the operators and there would be nothing but foreign negro labor to do the heavy manual work. I do not think there would be a white American civilian in the employ of the government in the Canal." The path of least resistance is too evident, in army and navy life, and to have American citizens in all positions on the Panama Canal might complicate matters.

Alien Negro Workers

The Governor of the Panama Canal is contemplating the letting out by contract all new work, such as dwelling houses, new shops and buildings of other character not classed under operation and maintenance.

It means the withdrawing from the pockets of the citizens who furnish the money to the army and navy wages they are entitled to, and the placing of this money into the pockets of negro citizens of a European world power. This letting out of all new work on contract would be of little consequence and not objectionable to the Panama Canal Metal Trades Council if assurance were had that only citizens of the United States would be employed. At least in the trades classed as "skilled trades." It is understood that no law exists that compels contractors on United States government work to employ none other than citizens. The excuse or reason for not having such a clause inserted in all contracts is that it borders on "class legislation" and therefore contrary to the "principle" of the Constitution of the United States. A strange idea, yet expressed by patriotic societies and legislators. Nothing seems to stand in the way to prevent the Governor of the Panama Canal, our army, and our navy from using alien negroes, devout citizens of a European world power, in competition with bona fide citizens (devout) of the United States. At this moment of writing several, perhaps 10, 20 or even more, of these aliens are employed at the Coco Solo Naval and Air Base, and at the army air station at France Field as carpenters, electricians, plumbers, painters, etc., under the guidance and supervision of a civil service employee or enlisted man or officer. The rate of pay for the trades on the Canal averages about \$1.20 per hour (maintenance rate) and about \$1.69 per hour for the construction rate. The aliens average about 25 cents per hour. Can you reason for yourselves why aliens are used?

Cheap, Plentiful, Hungry

Here is a statement made by Mr. W. C. Hushing before the immigration and naturalization committee in the House of Representatives in February, 1930. Brother Hushing represented the American Federation of Labor, and here refers to Mexican immigration over the border:

"They want an oversupply of this cheap labor at hand in order to be assured that it will be cheap, and it will be if plentiful and hungry. It might be just as well to observe right here and now that they are just taking a tip from Uncle Sam by adopting such tactics, as he does the same thing with the West Indian on the Isthmus of Panama, and by executive order of the President says they must not be paid more than 40 cents per hour, or \$960 per annum. The basic rate, however, is 20 cents per hour and the great majority of these aliens receive but 24

(Continued on page 374)



SOUTHBOUND

Malolo, American steamship, in lower level of Gatun Locks. The Great Ditch has its romance and charm.

JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted
to the
Cause



of
Organized
Labor

Volume XXIX

Washington, D. C., June, 1930

No. 6

Issues in Conflict Owen J. Roberts has been confirmed to the U. S. Supreme Court. The commotion in the public press over the defeat of Judge Parker has subsided. The issue so potent at the time has again become obscured—at least to the average citizen, and for the moment. Yet the issue which defeated Parker remains, a snarled, fundamental, dynamic issue, reaching into the background of American life. The issue will remain until an honest, just, non-class solution is found.

This issue may be approached from several avenues, all leading to a clear-cut struggle.

(1) May the courts in protecting property violate the human rights amendment of the Constitution? Here is the constitutional dilemma. The fifth amendment of the Constitution is the property amendment. No person "shall be deprived of life, liberty or property, without due process of law; nor shall private property be taken for public use without compensation." The first amendment is the human rights amendment. The first and the fifth are often in conflict. Often have federal courts, in issuing injunctions against labor, infringed the first in the name of the fifth.

(2) May the courts enter a no-man's land of industrial relations and supply rules for which there is no basis in legislation? May these rules apply only to one side in the unequal conflict between labor and property? No one who has passed the babe-in-the-woods stage of understanding believes that there is a basis in law for 90 per cent of the injunctions issued. The gap has been supplied by court decisions built each on each, climbing as it were out of the nothingness of an abyss, into the nothingness of the clouds. Thus the law of judges becomes the rules of the game, and inasmuch as judge-made law rests on precedent, injunction law in the last analysis goes back to archaic origins.

(3) Finally, can courts hope longer to obscure the inequality of treatment as between labor unions and combinations of capital? In most cases, the anti-trust laws have been the accommodating pegs whereon were hung the judicial decisions leading to injunctions. Yet the anti-trust laws have been construed liberally where trade associations and other co-operating groups of capitalists have been concerned, and rigidly where unions have been implicated. The discrepancy is too great to continue without creating a bitter sense of class discrimination.

Here the situation stands except for the fact that public opinion far outruns the Courts, and for that matter Congress. A favorable vote on labor's anti-injunction bill should bring legislation and court procedure in line with the most enlightened opinion.

Far Too Many How many men are jobless in the United States? This disturbing question has been asked repeatedly for the last two years. The census of 1930, it is hoped, is going to throw light on this question. We hope, unquestioned light. The first unemployment returns were for a district of New York City containing 74,964 persons. Of this number, 3,543 were enumerated as jobless, nearly five per cent (4.7%). If this district is typical of the industrial centers of the United States—typical that is for the whole Nation—then between 6,000,000 and 7,000,000 persons are without jobs in prosperous America.

Light There is something that seizes the imagination about the plans of engineers to light the highways of the United States. Think, how will this great nation look from the air as the great arteries are flooded by night with electric sunshine. The Nation—one great city; the roads once dark and dangerous, now clear and safe.

The project has other important aspects. The present yearly cost of lighting streets in America is approximately \$60,000,000. It is believed this will be more than doubled, if and when the highways are illuminated. This will mean new uses for electric power, and new uses for electric men.

One Decision and Reform It is too early to say much about the Supreme Court's decision on company unions. No one can doubt its value. It means that both Congress and the courts have recognized the labor union as a valuable and necessary adjunct of modern industry. It puts the burden of proof upon company unions. Whether the decision implies a changed attitude of the Court on industrial relations remains to be seen. One decision does not make an economic philosophy. What is needed is a rigid revision of the Court's industrial and economic views, and the revision of the Court's decrees in line with scientific approaches to industry and labor. However, the decision is a start; perhaps it is a good omen. Chief Justice Hughes told the New York City Lawyers Association shortly before he made the historic decision:

"As books and office furniture do not make a lawyer, so a library and reception halls do not make a bar association. The magnificence of such an association is founded not merely in a common technique, but in the reinforcement of the standards of sound learning, loyalty to the law and fidelity to trust and in the readiness for expert public service, which have given peculiar dignity to the profession of the law."

This is a needed return to old ideals. There is little doubt that the decay of American institutions has coincided with the decay of the bar. This decay has been very visible in courts. It has not been invisible in the Supreme Court. Its erasure will come by reform at the top. Such men as the Chief Justice by word and deed can make it.

Vacancies One of the largest owners of real estate in a large eastern city, in a sudden burst of frankness, told the Electrical Workers Journal an earful. "We have just sold a piece of property for \$1,500,000. Ordinarily we would put this money back into real estate. But it is going into bonds. Real estate doesn't pay." "Why?" we asked. "Well, to tell you the truth it is overcapitalized. There is much, much water in real estate. That is what makes rent so high. Rents should come down. Empty houses and offices should be filled. Water should be wrung out of property." Here, then, is a real obstruction to the resumption of building. Property owners want return on inflated values. The consumer can't go on paying pyramided profits, and as a result, there is no market for houses and offices. The market precludes building. Building, sluggish, slows up every other activity.

Statistical Sense This office wishes to congratulate and thank those locals who have promptly returned a questionnaire recently circulated. The return was nearly 100 per cent. This means a real growth in statistical sense. It is the first step in making the union conscious of the value of accurate data and information. Some day every local union will have a research man charged with responsibility of keeping accurate books on the economics of the organization.

"Supreme Court and the Public" Probably the simplest yet most fundamentally brilliant and exhaustive treatise on the U. S. Supreme Court appears in the Forum magazine for June. It is called "Supreme Court and the Public" and is by Felix Frankfurter, whose outstanding book, "The Labor Injunction," was reviewed by us in February. Two short paragraphs from that article tell all there is to tell about the trend of judicial decisions in this country.

First:

"In 1825 the Court rendered 26 opinions, and of these almost half involved applications of recognized principles of the common law. Fifty years later the Court wrote 193 opinions. But these still predominantly dealt with common law topics or technical legal questions of not wide public concern, while only 17 cases, less than 10 per cent, involved questions of constitutionality, taxation, and like issues of public import. At the end of another 50 years, for 1925, the business disposed of is about the same, but the meaning of the litigation has drastically changed. Common law controversies hardly appear. The opinions reveal a steady absorption of the Court's time with questions of control over economic enterprise and kindred public controversies."

Second:

"A study of all its decisions up to 1927 has been made by Prof. Ray A. Brown, of the University of Wisconsin Law School. From his analysis it appears that up to 1912 the Court had decided, under the "due process" clause, 98 cases involving social and economic legislation. In only six of these did the Court hold the legislation unconstitutional. From 1913 to 1920 the Court decided 97 cases of this type and held seven laws invalid. But since 1920, out of 53 cases the Court has held against the legislation in 15.

"Phrased in percentages this means that from 1868 to 1912 the Court held against the legislation in a very little more than 6 per cent of the cases; from 1913 to 1920 in a little more than 7 per cent of the cases; while since 1920 the Court has held against the legislation in 28 per cent of the cases."

Meeting the Slump

In time of disaster, every man for himself. That seems to be the law of the pack. Some such law must apply to economic organizations in time of business depressions. Every local must look after its own—as best it can. And this we are hoping our locals are doing with foresight in the present stringency. It appears certain now that the business depression has not broken. It is pretty clear that there has been more talk than action, and more prosperity propaganda than results. As much as we dislike to spread bad news, it is our duty to point out that after a slight summer spurt in building we may look to see a bad fall and winter, with more breadlines, and more cries of protest from the jobless. The latest unemployment figures released by the American Federation of Labor show that the seasonal improvement in April and May did not materialize. This is serious. We advise our members not to fall for glowing business stories. Let every man be watchful, provident, wise, and intelligent in his work and expenditures. Then we will come through.

Who Brings on Public Ownership?

Probably the most interesting phase of the nation-wide battle of community vs. rebel utilities is going forward in New York state. It is likely that the slogan once applied to Wisconsin will now be applied to the Empire state. As New York goes, so goes the nation. Colonel William J. Donovan, former assistant attorney general of the United States (surely no radical), has recently completed a report on utility regulation, which may well mark the beginning of a new movement for state control. Colonel Donovan's report makes it plain that the only alternative to public ownership is far-reaching reform of the regulating system. He says:

"Further confusion is found in the right of the utilities, which they not infrequently exercise upon receiving an adverse decision by the commission, to proceed at once in the Federal Court.

"Strangely enough, the very utilities that urge that state regulation is effective and that it is not necessary to have Federal control of their activities, are among those who refuse to pursue their relief in the State Courts. In effect, such a practice makes the presentation before the commission a mere formality, which nevertheless involves great expenditure of time and money.

"The real test comes in the Federal Court and that court, with its congested dockets, with the necessity of a new record before a master, possibly unfamiliar with the technical questions of rate cases, presents the seemingly anomalous situation of bringing the commission before it as a defendant, forced to justify in a protracted trial the rates that it was created by the state itself to administer."

If public ownership comes in this country, the corporations themselves will be to blame.



WOMAN'S WORK



WOMEN WAGE EARNERS SHOULDER RESPONSIBILITY TO HOME AND FAMILY

By MARY ANDERSON, Director, Woman's Bureau, U. S. Dept. of Labor

When figures from the new census are tabulated they will give us a revelation of what the machine age is doing to American womanhood. While many foreigners and a number of Americans believe that the women of this country are the world's most pampered pets, 10 years ago a large proportion of them were forced by economic circumstances not only to work outside the home but to carry on home duties at the same time—a double slavery; it was shown from census figures of that time. What will the new census reveal? Are the burdens of our women growing lighter or heavier?

The Federal Woman's Bureau of the Department of Labor, headed by Miss Mary Anderson is waiting with itching fingers, ready to dig into the mass of facts and figures as soon as they can get at them. With a rare sympathy and understanding we may expect them to interpret the case of the working woman and her new problems. Miss Anderson, chief of the bureau for more than 10 years, is ever a champion of the down-trodden; although hampered by administrations more interested in big business than in the wage earner, has carried on with rare tact and wisdom, making cold tabulations come to life in terms of poverty, toil, and fundamental needs. Incidentally, she is thoroughly sympathetic to trade unionism and believes it is the only solution to the problem of low wages, long hours and poor conditions among wage earners of either sex.

In a recent talk over the Columbia chain Miss Anderson made the following keen analysis of the enslavement of women by the machine:

"The many marvelous inventions of the past decades have completely revolutionized women's work. Jobs, such as spinning, weaving, knitting, baking, canning, the making of garments, shoes, candles, soap, and countless other things have been drawn from the home to the factory. With the development of the modern industrial system these tasks ceased to be woman monopolies, and women were thus stripped not only of their work but of economic wealth. Articles which formerly had been made in the home at very low cost had then to be purchased at much greater outlay of money. With the resultant new scale of living costs many men become unable under the existing wage standards to meet the family needs. Many women began to realize that they, too, must join the wage-earning ranks to earn a livelihood and to help hold home and family together. At the same time from the expanding factories came the demand for women workers to help produce the Nation's goods. Women responded, forced from within and from without. Naturally they have not been restricted to the transplanted industries but have entered any

avenues of employment that have opened up. This, in a nut shell, is why there are so many millions of women working today for remuneration of some kind.

Must Keep Pace With Invention

"The gradual transformation of women's unpaid services into paid employment brought in its train many social and economic prob-

Now, however, it seems woman's place is everywhere. The 1920 census showed that of the 572 listed occupations women were found in all but 35. The new census may reveal that women have invaded even these last strongholds.

"When women answered the questions of census enumerators a few weeks ago probably they did not realize that they were helping the Federal Women's Bureau to help women. But the census is a sort of dictionary for this bureau throwing light on the number of women workers, their age, marital status, and occupational progress.

"The variety of elements composing this vast army of working women adds greatly to the complexity of the problems confronting the bureau. In the ranks of the wage-earners are found young girls, middle-aged and even elderly women; married, widowed and divorced women; negro and foreign-born workers, each type with its own set of problems requiring attention and solutions. There are women who support not only themselves but dependents as well, those who must enact the double role of homemaker and wage earner, or even carry a triple burden with the addition of motherhood.

Vast Army of Youth

"There were nearly 2,000,000 girls under 20 working for pay in the United States in 1920. Doubtless there are even more today. The great majority of these young workers seek a job in order to earn a living. Many of them must contribute also to the support of others, and in some instances serve as the family mainstay. Therefore, the theory that girls who live at home can get along on very low wages is not only wrong but vicious. When the employed girl is spending her time and energy in work that fails to give her a livelihood, she becomes a liability to the family instead of financial asset which is so often needed. One of the challenging questions of the day is: Why should the family of a working girl be expected to subsidize the industry or business in which she is employed?

"At the other end of the scale are the older women workers whose problems have become extremely acute in this machine civilization, when more and more emphasis is being laid on youth and speed. The age at which workers are being scrapped is gradually creeping lower and lower, and many women of 45 or even younger are finding themselves stripped of their job and their independence. In such cases women still active and capable are faced with the humiliation and distress of becoming burdens on their families or on society. This is through no fault of their own but through wage standards too low to permit savings for old age and through lack of pension sys-

(Continued on page 372)



MISS MARY ANDERSON

Director of the Woman's Bureau, at her desk in the U. S. Department of Labor, Washington, D. C.

lems with far-reaching results. Many difficulties arose for the women. Certain of these hardships that mar the lot of so many women wage earners today, however, could be readily ironed out if we had modern methods of thought commensurate with our up-to-date electrical laundry facilities, for instance. If progress in ideas could be made to keep pace with our material progress, much of the injustice and discrimination against women workers would disappear as though by magic.

"The Women's Bureau of the U. S. Department of Labor was created by Congress 10 years ago as a permanent federal agency to collect facts about women workers and to use these facts as ammunition to explode false theories working to the disadvantage of women. This federal bureau is charged also with the task of investigating and studying the problem of wage-earning women in order to make their services most effective for their own good and most conducive to national welfare.

"A score of years ago we used to have dinned constantly into our ears the Victorian slogan, 'Woman's place is in the home.'

Summer Fashions that Seek the Sun

Smart styles of Cotton



Tailored in line but
Gay in color, this
jolly little suit of
pink pique has a pale
blue dotted Swiss tuck
in blouse with pleated
collar... and jabot

Photos by Frederick Bradley
Courtesy—
Cotton Textile Institute



Cool and fresh
for afternoon
tea, a graceful
frock of...
embroidered
batiste... is
trimmed with
pleated footing

DE
RE



What could be
more exquisite
than this party
dress of printed
organdie?...
With... crisp
fluted ruffles
to trim the full
skirt and a
flower bouquet
whose colors
match the frock
— a picture for
romantic youth

— R. B. —

A LITTLE GUY MAKES HIMSELF HEARD

Drawn for Electrical Workers' Journal by Harrie S. Goodwin



CONSTRUCTIVE HINTS

Care of Fish Wire. A number of electrical workers are careless about the handling of fish wire between jobs. First: The wire is kinked by having heavy tools thrown upon it in the tool box. These kinks cause extra effort on the worker's part to shove the fish line along. Second: The fish line is allowed to get rusty. This rust increases the amount of friction to be overcome in pushing the fish line through a tough run of conduit. Third: The fish line becomes soaked in cutting oil which, when mixed with tool box dust, gums the wire and increases its friction. The use of a small quantity of soap stone or flaked paraffin will properly lubricate the fish wire and eliminate the troubles mentioned.

Lead or Brass Plumb Bobs. The use of plumb bobs have their value in old house wiring. These plumb bobs can be used as aid in hooking the fish line or as sounding tools to locate the exact point of an obstruction.

Rigid Conduit

Convertible table for various combinations of wire sizes:

Conduit Sizes	Conduit Factors	Conduit Sizes	Conduit Factors
$\frac{1}{2}$	.305	3	7.39
$\frac{3}{4}$	.533	$3\frac{1}{2}$	9.89
1	.866	4	12.73
$1\frac{1}{4}$	1.50	$4\frac{1}{2}$	15.96
$1\frac{1}{2}$	2.04	5	19.99
2	3.36	6	28.89
$2\frac{1}{2}$	4.78		

The above factors for conduit are to be used in conjunction with wire factors and are to be used to determine the required conduit size for various combinations of conductors.

Where conductors all of one size are to be used, find gauge numbers in left-hand column and on same horizontal line of figures under heading Number of Wires find wire factors.

Where conductors of different sizes are to be used, proceed as above for each size and add the wire factors. Comparing the sum of these factors with the conduit factors will determine the size conduit required.

The conduit factors must be equal to or greater than the resultant wire factors.

When the wire factor is slightly greater than the nearest conduit factor, the next larger size conduit must be used.

Convertible table for various combinations of wire sizes:

Wire Size	Number of Wires		
	1	2	3
14 B. & S.	.120	.240	.305
12 B. & S.	.150	.305	.375
10 B. & S.	.305	.420	.533
8 B. & S.	.305	.866	1.19
5 B. & S.	.533	1.07	1.29
4 B. & S.	.533	1.07	1.50
3 B. & S.	.533	1.07	1.50
2 B. & S.	.533	1.50	1.77
1 B. & S.	.533	2.04	2.04
0 B. & S.	.866	2.04	2.04
00 B. & S.	.866	2.70	3.36
000 B. & S.	.866	2.70	3.36
0000 B. & S.	1.50	3.36	4.07
200000 C. M.	1.50	3.36	4.78
225000 C. M.	1.50	4.07	4.78
250000 C. M.	1.50	4.07	4.78

300000 C. M.	1.50	4.78	6.08
350000 C. M.	1.50	4.78	7.39
400000 C. M.	1.50	6.08	7.39
450000 C. M.	2.04	6.08	7.39
500000 C. M.	2.04	6.08	7.39
600000 C. M.	3.36	7.39	9.89
650000 C. M.	3.36	8.64	9.89

Wire Size	Number of Wires		
	4	5	6
14 B. & S.	.420	.533	.616
12 B. & S.	.450	.533	.644
10 B. & S.	.644	.644	.866
8 B. & S.	1.50	1.77	1.02
6 B. & S.			2.04
5 B. & S.	1.50	2.04	2.37
4 B. & S.	2.04	2.37	2.70
3 B. & S.	2.04	2.48	2.92
2 B. & S.	2.04	2.70	3.36
1 B. & S.	2.70	3.36	4.07
0 B. & S.	3.36	4.07	4.78
00 B. & S.	4.07	4.78	5.65
000 B. & S.	4.78	5.65	6.52
0000 B. & S.	4.78	6.08	7.39
200000 C. M.	5.65	6.52	7.39
225000 C. M.	6.08	7.39	8.64
250000 C. M.	6.08	7.39	8.64
300000 C. M.	7.39	8.64	9.89
350000 C. M.	8.64	9.89	12.73
400000 C. M.	9.89	11.31	12.73
450000 C. M.	9.89	12.73	14.34
500000 C. M.	9.89	12.73	15.96
550000 C. M.			17.97
600000 C. M.	12.73	15.96	19.99
650000 C. M.	12.73	15.96	19.99

Wire Size	Number of Wires		
	7	8	9
14 B. & S.	.700	.783	.866
12 B. & S.	.755	.866	1.00
10 B. & S.	1.02	1.18	1.34
8 B. & S.	1.18	1.34	1.50
6 B. & S.	2.37	2.70	3.03
5 B. & S.	2.70	3.03	3.36
4 B. & S.	3.03	3.36	4.78
3 B. & S.	3.36	4.07	4.78
2 B. & S.	3.83	4.30	4.78
1 B. & S.	4.78	5.65	6.52
0 B. & S.	5.65	6.52	7.39
00 B. & S.	6.52	7.39	8.64
000 B. & S.	7.39	8.64	9.89
0000 B. & S.	8.64	9.89	11.31
200000 C. M.	8.64	9.89	11.31
225000 C. M.	9.89	11.31	12.73
250000 C. M.	9.89	12.73	14.34
300000 C. M.	12.73	14.34	15.96
350000 C. M.	14.34	15.96	17.97
400000 C. M.	15.96	17.97	19.99
450000 C. M.	15.96	19.99	24.44
500000 C. M.	17.97	19.99	24.44
550000 C. M.	19.99	24.44	28.89
600000 C. M.	22.96	25.93	28.89
650000 C. M.	22.96	25.93	28.89

Gauges of Copper Wire

Table showing difference of gauges in decimals of an inch:

No. Wire Gauge	Brown and Sharpe		
	Diam. Inches	Weight per 1000 Ft.	Pounds per Mile
4-0	.46000	641	3382
3-0	.40964	509	2687
2-0	.36480	403	2129
0	.32486	320	1688
00	.28930	253	1335
2	.25763	202	1064
3	.22942	159	838
4	.20431	126	665

5	.18194	100	529
6	.16202	79	419
7	.14428	63	331
8	.12849	50	262
9	.11443	39	208
10	.10189	32	166
11	.09074	25	132
12	.08081	20	105
13	.07196	15.7	83
14	.06408	12.4	65
15	.05706	9.8	52
16	.05082	7.9	42
17	.04525	6.1	32
18	.04030	4.8	25.6
19	.03589	3.9	20.7
20	.03196	3.1	16.4
21	.02846	2.5	13
22	.02534	1.9	10.2
23	.02257	1.5	8.2
24	.02010	1.2	6.5
25	.01790	.97	5.1
26	.01594	.77	4
27	.01419	.61	3.2
28	.01264	.48	2.5
29	.01125	.39	2

Roebing, A. S. and W. Co.
or Washburn and Moen

No. Wire Gauge	Diam. Inches	Weight per 1000 Ft.	Pounds per Mile
6-0	.460	641.20	3385.5
5-0	.430	560.29	2958.3
4-0	.393	468.02	2471.1
3-0	.362	397.09	2096.6
2-0	.331	332	1753
0	.307	285.60	1507.9
1	.283	242.69	1281.4
2	.263	209.60	1106.7
3	.244	180.41	952.6
4	.225	153.39	809.9
5	.207	129.84	685.6
6	.192	111.71	589.8
7	.177	94.93	501.2
8	.162	79.52	419.9
9	.148	66.37	350.4
10	.135	55.22	291.6
11	.120	43.63	230.4
12	.105	33.41	176.4
13	.092	25.65	135.4
14	.080	19.39	102.4
15	.072	15.71	82.95
16	.063	12.03	63.52
17	.054	8.84	46.67
18	.047	6.69	32.32
19	.041	5.09	26.88
20	.035	3.71	19.59
21	.032	3.10	16.37
22	.028	2.38	12.57
23	.025	1.89	9.98
24	.023	1.60	8.45
25	.020	1.21	6.39
26	.018	.981	5.18
27	.017	.876	4.62
28	.016	.776	4.09
29	.015	.682	3.60

English Legal Standard

No. Wire Gauge	Diam. Inches	Weight per 1000 Ft.	Pounds per Mile
6-0	.464	652	3441
5-0	.432	565	2983
4-0	.400	484	2557
3-0	.372	419	2212
2-0	.348	367	1935
0	.324	318	1678
1	.300	272	1438
2	.276	231	1217
3	.252	192	1015

4	.232	163	860
5	.212	136	718
6	.192	112	589
7	.176	94	495
8	.160	77	409
9	.144	63	331
10	.128	50	262
11	.116	41	215
12	.104	33	173
13	.092	25.6	135
14	.080	19.4	102
15	.072	15.7	83
16	.064	12.4	65
17	.056	9.5	50
18	.048	7	36.8
19	.040	4.8	25.6
20	.036	3.9	20.7
21	.032	3.1	16.4
22	.028	2.4	12.5
23	.024	1.7	9.2
24	.022	1.5	7.7
25	.020	1.2	6.4
26	.018	.98	5.2
27	.0164	.81	4.3
28	.0148	.66	3.5
29	.0136	.56	3

Birmingham or Stubbs

No. Wire Gauge	Diam. Inches	Weight per 1000 Ft.	Pounds per Mile
4-0	.454	624	3294
3-0	.425	547	2887
2-0	.380	437	2308
0	.340	350	1847
1	.300	272	1438
2	.284	244	1280
3	.259	203	1072
4	.238	171	905
5	.220	146	773
6	.203	125	659
7	.180	98	518
8	.165	82	435
9	.148	66	350
10	.134	54	287
11	.120	44	230
12	.109	36	190
13	.095	27.3	144
14	.083	20.8	110
15	.072	15.7	83
16	.065	12.8	68
17	.058	10.2	54
18	.049	7.3	38.4
19	.042	5.3	28.2
20	.035	3.7	19.6
21	.032	3.1	16.4
22	.028	2.4	12.5
23	.025	1.9	10
24	.022	1.5	7.7
25	.020	1.2	6.4
26	.018	.98	5.2
27	.016	.77	4.1
28	.014	.59	3.1
29	.013	.51	2.7

Equivalent Values in Different Units

1 H. P. =
746 watts.
.746 k. w.
33,000 ft.-lbs. per minute.
550 ft.-lbs. per second.
2,545 heat-units per hour.
42.4 heat units per minute.
.707 heat-units per second.
.175 lb. carbon oxidized per hour.
2.64 lbs. water evaporated per hour from and at 212° F.
1 H. P. Hour =
746 k.w. hours.
1,980,000 ft.-lbs.
2,545 heat-units.
273,740 k.g.m.
.175 lb. carbon oxidized with perfect efficiency.
2.64 lbs. water evaporated from and at 212° F.
17.0 lbs. water raised from 62° to 212° F.

1 Kilowatt =
1,000 watts.
1.34 h. p.
2,654,200 ft.-lbs. per hour.
44,240 ft.-lbs. per minute.
737.3 ft.-lbs. per second.
3,412 heat-units per hour.
56.9 heat-units per minute.
.948 heat-units per second.
.2275 lb. carbon oxidized per hour.
3.53 lbs. water evaporated per hour from and at 212° F.
1 Watt per sq. in. =
8.9 heat-units per sq. ft. per minute.
6,371 ft.-lbs. per sq. ft. per minute.
.193 h.p. per sq. ft.
7.233 ft.-lbs.
1 Kilogram Meter =
.00000365 h.p. hour.
.00000272 k.w. hour.
.0093 heat-units.
1 lb. Water Evaporated from and at 212° F. =
.283 k.w. hour.
.379 h.p. hour.
965.7 heat-units.
103,900 k.g.m.
1,019,000 joules.
751,300 ft.-lbs.
.0064 lb. of carbon oxidized.
1 Heat-Unit =
1,055 watt seconds.
778 ft.-lbs.
107.6 kilogram meters.
.000293 k.w. hour.
.000393 h.p. hour.
.0000688 lb. carbon oxidized.
.001036 lb. water evaporated from and at 212° F.
1 Heat-Unit per Sq. Ft. per Min. =
.122 watt per sq. in.
.0176 k.w. per sq. ft.
.0236 h.p. per sq. ft.

Find Sunset-Colored Glass Keeps Flies Out of Rooms

An aversion of house flies to red or yellow light, discovered by experts of the Crown Glass Works of Pilkington Brothers, Limited, at St. Helens, England, is attracting attention among British entomologists not only as a promising means of keeping flies away from food storerooms and similar places but probably as an example of the way that evolution has fitted the habits of these insects to the conditions of their environment. In consultation with Professor Robert Newstead of Liverpool University, the Pilkington experts set up experimental rooms the windows of which were made of white glass, red glass, yellow glass, blue glass and glasses of other colors. Flies gathered more numerous, it was found, in the ordinary white light admitted by colorless windows than in light of any other color. Blue and green glass made relatively little difference, the insects invading blue-lighted or green-lighted rooms in virtually the same numbers as were found in white-lighted rooms. Red and yellow glasses, however, attracted notably fewer insects, leading the experts to conclude that red or yellow light is for some reason repellent to the flies. That yellow window glasses might serve to keep flies out of rooms not otherwise protected is a practical suggestion. The suggestion relating to evolutionary theory is that perhaps the habit of these insects to avoid red or yellow light is related to their custom of hiding away out of sight during the night. Reddish or yellowish light perhaps indicates to the fly the tinge of sunset and the approach of the hour when it is necessary to seek a night-time hiding place.

Bests Population In Race For Food

How the progress of mechanical invention has multiplied the power of man to extract food from soil and sunlight was emphasized by Dr. William Crocker, director of the Boyce Thompson Institute for Plant Research of Yonkers, N. Y., in a recent talk at the New York Botanical Garden. In the old days of hand work with the sickle, Dr. Crocker said, six men could reap and bind one acre of grain in a day. The invention of the cradle multiplied this human productivity by three, for with that implement, familiar to every man who grew up on a farm a generation ago, only two men instead of six were needed to reap and bind one acre of grain in a day. The invention of the mechanical reaper brought another multiplication by four, enabling a single man to reap and bind two acres of grain a day. Nowadays, with the modern self-binder, Dr. Crocker stated, it is possible for one man to reap and bind from 10 to 15 acres of grain a day; nearly 100 times as much as one man could accomplish in the old days of hand reaping with sickles and a still larger ratio above what could be accomplished with the stone tools of prehistoric agriculturists. It is not probable, Dr. Crocker believes, that mankind will run short of food as a result of increasing population, as forecast by the famous theory of Malthus. "I believe we are justified in saying," he stated, "that civilization's danger in the near and perhaps rather remote future does not lie in the inability to produce foods but rather in the inability of the social and economic organization to readjust itself rapidly enough to keep pace with mechanical and scientific advances in production."

Forecasts Hurricanes From Drop In Power of Sunlight

The possibility of forecasting tropical hurricanes, like those which occasionally strike Florida or Cuba, by watching for sudden decreases in the intensity of sunlight, which decreases are believed to precede such hurricanes and to cause them, is seen by Mr. Herbert Janvrin Browne, consulting meteorologist, of Washington, D. C. Collecting from weather records all available instances of West Indian hurricanes, North Pacific hurricanes or "typhoons," cyclones in the Bay of Bengal and the Australian storms called "williwaws" occurring between 1908 and 1929, Mr. Browne compared these hurricane dates with the values of the "solar constant," which measures the intensity of sunlight, for six days before and after the day on which each hurricane apparently began.

"The weight of evidence is overwhelming," he concludes, "that during the hurricane seasons marked drops in solar radiation precede at short intervals and bring on West Indian and other hurricanes of the tropical and sub-tropical oceans in zones of calms, low rainfall and high surface temperatures."

To use this relationship practically in order to forecast such hurricanes farther in advance than is now possible one need not understand precisely why sunlight and these storms are related. Mr. Browne has formulated, however, a theory that intense sunlight tends to increase the stirring of the air over the danger spots in the oceans where hurricanes are likely to start so that any excess of energy is dissipated before it can become dangerous. If the intensity of the sunlight decreases, this atmospheric safety valve may quit working and allow excess energy to accumulate until it starts a hurricane.



CORRESPONDENCE



L. U. NO. 1, ST. LOUIS, MO.

Editor:

The monster hovering over the multitude at present is supply and demand. The manufacturers have thrown a surplus of supply upon an undemanding market and the result is the laboring man is the one to suffer the consequences. Then along comes the banker with his swan song, "Save for a rainy day," when we can't see the sun for the raindrops.

Labor sets the market value on a commodity and when an over-production is wrought labor like the commodity becomes cheap. It is this that is undermining our moral and social system and pauperizing our government. Labor is the only thing that insures man's happiness and man still has that heritage. For the "pursuit of happiness" is one of the outstanding principles of our Constitution.

Supply and demand must be stabilized and it is up to the working man to see that it is. First, by shortening the working hours; second, by putting a stop to the raw-hiding which is being practiced to such excess in all channels of labor.

ROBERT B. MILLER,
The "Cabin Boy."

L. U. NO. 22, OMAHA, NEBR.

Editor:

The Union Pacific Railroad Company, with shops and headquarters located in Omaha, claims it is building up this section of the country. We cannot be pleased with what it has accomplished, for it has been steadily tearing down that which it has helped to build.

Not content with wrecking the shop craft's union it has been trying to lower the living standard of other wage workers, centering its efforts at present on the building trades of this city.

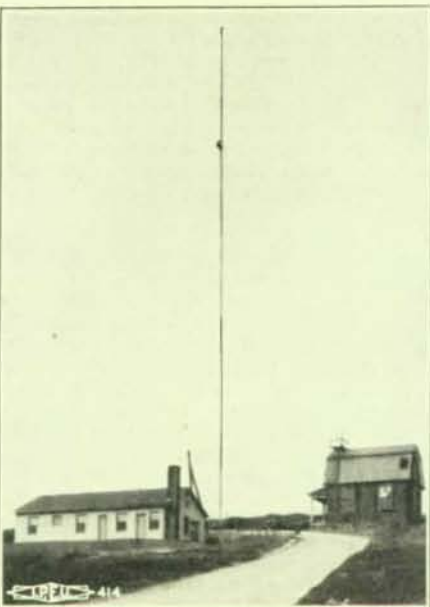
It let the contract on the recently completed addition to its headquarters to a contractor whose policy has been to get his labor where it could be had the cheapest. The same practice has been used in letting the contracts for the new Union Station, with the result that any bidder who did not believe in working his men 10 to 12 hours a day for least wages did not have a chance in having the contract awarded to him. An electrical contractor who has always been paying fair wages to his electricians, took the job of installing the electrical work after making a proposition to his men which no self-respecting employer would have done.

Migratory itinerants flocking here in response to advertisements of "Workers Wanted" are offered wages on which a coolie or peon track laborer may be able to exist but which are wholly inadequate in providing a livelihood in a city of this size.

This system of battering down of wages and conditions has made proselytes among other interests, who are taking the opportunity to further reduce the buying power of the labor population of Omaha, proven by the number of homes reverting back to building and loan associations and failures of local banks and wholesale houses.

I am sending under separate cover a photograph of two Brothers of Local No. 22 putting up obstacle lights on the 200-foot radio towers of Fort Omaha. Mustain Electric Company had the contract.

The man standing on the ground is Brother



Ed. Youngren, who did the climbing. K. E. Riley, better known locally as Kiwi Riley, was persuaded to get in the swing and is shown holding tightly to the last section of conduit. Brother Roehrig not in the picture, is still wondering about what came from an insulated guy wire and punctured his finger.

Local No. 22 gave a hard times party April 30, which was about the best attended

of any we have had so far. Those present expressed themselves as being in favor of these get-together meetings and perhaps next time I write I may be able to report that Local No. 22 has a woman's auxiliary.

M. O'Neil, International Representative, is with us now trying to help us with our present problem.

JOE BERAN.

L. U. NO. 28, BALTIMORE, MD.

Editor:

After a somewhat disappointing experience with the Editor, in which ye scribe lost out, by having his letter left out of the April issue, he is back again, we trust, for better luck this time.

Baltimore can now boast of a real honest-to-goodness baseball league in which Local No. 28 plays no mean part in the Baltimore Federation of Labor Baseball League. At present the league is comprised of the sheet metal workers, plumbers, steamfitters, asbestos workers, painters and last, but not least, the electrical workers. The writer is uncertain whether this includes all members of the league, but has no means of verifying this at present.

The official opening of the ball season took place May 3, at Bugle Field, 2 p. m. Standard Time. The president of the Baltimore Federation of Labor, Henry Broening, threw out the first ball and you can use that famous old expression "they're off." The opening game was between Local No. 28, I. B. E. W., and the sheet metal workers. It was a game all right, telephone numbers were used for the score, 28 to 15 for the "metallars." As for the alibis we can say, the boys were a bit off color, as all good artists in every line of endeavor are temperamental, and wire jerkers are no exception. Some even had their feminine admirers with them and took advantage of this fact in putting some extra performances on that were not scheduled, hence the game suffered. No joking, the boys can play if you let them alone.

The boys have displayed great spirit of co-operation in all practice games and great interest was displayed as evidenced by the fine attendance and great competition for positions on the team. We have some excellent material for the positions.

The team is now lined up on a permanent basis. Next time we will endeavor to name the team as now composed, but at present will name a few that come to mind. There are: Elmer Blye, first base; John Benson, Reds Hicks, Leslie German and Allen Scroggs. Not intending to slight anyone we will make the list more complete next time. Pat Bandel, business agent, likes to take Blye out on sidelines to warm him up for game. MacCormick and Gettman like to play on sidelines in order to attract Bart Foreman's eye so as to make the team. Bart informs the scribe age is against these two. They claim though they'll be willing to serve as subs in case of emergency.

This writing would not be complete without mentioning our worthy baseball player who surely knows baseball, according to him. Yes sir, Ed. Garmatz managed to get in the game. Can say Ed. surely looks good in uniform, but his mind is elsewhere than on the game; as Ed. starts playing ball with

umpire figuring on him being in game would suggest Ed. get a job posing in ball uniforms, it might pay better.

We are proud to boast of one of the best bowling teams in the city. Our pride is pardonable if you would once check up on our standing in the Building Trades League. The games that were the aces of them all were those that took place between Locals Nos. 26 and 28, Washington and Baltimore. On April 26, Local No. 28's team went over to Washington in a bus and the boys of 26 sure can put things over big and in a big way.

Once we were over in the territory of No. 26, they assumed charge and took us over to Snyders, an excellent food palace, and gave us a great feed which will long be remembered. From there we later started the game. The lineup was as follows:

LOCAL NO. 28

Hittel	96	94			
Noonan			108	102	97
Klein	98	101	134	112	107
Freeman	101	104	111	115	104
Beck	106	90	101	108	110
Vulgaris	120	118	123	156	110
	521	507	577	593	528

LOCAL NO. 26

Booth	112	119	111	110	114
Grady	108	103	124	102	101
Balagatto	87	87	90		
Boroughs	95	100	114		
Trege	116	102	128		
Wege				113	90
Mahon				106	81
Greagy				92	115
	518	511	567	523	501

The boys of 26 surely make great hosts, they know how to make one feel at home and have an excellent time besides.

We can assure the boys of 26 we had a royal good time and found them to be a great bunch of sports who know how to put on a real time and game that makes one feel proud to be a member of the great I. B. E. W.

The return game took place on May 10. We tried to return the favor, or rather the good time, shown us by Local No. 26. The boys were taken over and entertained by the team to Miller's Restaurant. Must say though, this was preceded by a trip to Bugle Field where the bowling teams watched the ball team of Local No. 28 get defeated by the steamfitters. Then the feed. Later in the day the games took place at the Recreation Alleys. Here are the lineup and games:

LOCAL NO. 28

Noonan	81	86			
Klein	129	101	134	110	110
Freeman	120	114	101	105	93
Beck	89	105	91	95	93
Vulgaris	104	137	143	127	96
Ilgenfritz			110	95	98
	523	543	579	532	490

LOCAL NO. 26

Booth	104	133	125	120	80
McMahon	100	91		109	92
Boroughs	113	116	100	92	90
Grady	96	93	103	129	100
Creager	96				104
Wege		105	94		
Preager			96	87	
	509	538	518	537	466

As you can see for yourself the games were hotly contested and quite full of inter-

READ

Anti-union battle in Omaha, by L. U. No. 22.

The well-known double-cross in St. Joseph, by L. U. No. 545.

Organization Progress in the South, by L. U. No. 329.

Licensing electrical workers of L. U. No. 392.

More on machines, and for an intelligent policy, by L. U. No. 125.

Hollywood progress, by L. U. No. 40.

Bell regrets, by L. U. No. 151.

Electric ball tossers, by L. U. No. 28.

Spring in Atlantic City, by L. U. No. 211.

Progress in Philadelphia, by L. U. No. 98.

Virginia looks forward, by L. U. No. 734.

And all the other punchful, senseful, interestful epistles of power.

est and once again we can say the boys of 26 are about as good a bunch of sports as you'll find anywhere. The games and spirit displayed were full of real sportsmanship and great enjoyment. At the end of the game the boys all retired to a place not yet familiar to the writer and topped Saturday night off with a real old-time round of pleasure.

We look forward to more visits and much fun from Local No. 26. The writer's opinion, of an active participation in sports, by locals, is of great benefit to all, seems to be borne out in this instance. We would like to see more of this sort of activity partaken by all, as it has a tendency to get the boys' minds off of the idea of a local being merely a job hunting and creating agency, where the officers are in office to be hindered, "panned," and criticized. It will have a tendency to better everyone mentally, morally, and physically. So, what do you say, boys? Let's get busy. Let's make our organizations a sort of social as well as an economic center.

Was greatly interested in the account given by Local No. 68, of Denver, about the formation of a basket ball league by the building trades of that city. Elated to note the good feeling and fellowship created by the friendly rivalry and spirit displayed by these contests. More success to you in your new field of endeavor. Great bunch on that picture of your team. More power to you.

Now on our personal affairs of 28, want to say since we've inaugurated the two meetings per month idea our meetings are well attended. In fact better than at any time in our history. As we mentioned in our earlier letters, our former business representative now having been promoted to the position of International Vice President, we are now being served by our new business representative, Pat Bandel. We are honored occasionally by visits from our own Ed. Bieretz, who still is loyal to 28.

The situation in Baltimore at present is one of great confusion as to the time. The city is working under a "two time" system. We are a town of two timers. The Association of Commerce got an idea that they would like to have daylight saving time forced on us. The Building Trades are opposed, as a whole, to any change in time.

The Association at first called their scheme voluntary and noting that people weren't falling for it, used all kinds of underhanded means to ram it down our throats. The city, officially, has not adopted daylight saving. The locals all operate on standard time, maybe one or two don't. The stores on daylight time which include banks and some business houses. Result is great confusion and one must specify when making appointments as to what time he means. The schools and city departments are on standard time. Yes sir, we are real genuine two timers. Some of the boys like the idea of starting in at standard and quitting at daylight time. Some also want to take advantage of the two dinner hours. Ain't we got fun?

A few regards to some of the boys who were working in our jurisdiction:

Wendell Blair, of Warren, Ohio. The handsome boy with the musical voice and newly-wed.

Walker, of Flint, Mich., the fighting kid. R. J. Bean, of Local No. 308, friend of the Woodchopper, the scribe.

Above all that little friend of mine, Eddy Vomastek, the "mocky boy," of Trenton.

Herman Steinel, of Local No. 164, North Bergen, N. J., who lives at 830 32nd St., North Bergen.

Oh, yes, our engineer friend of Local No. 3, Sam Pollock.

Henry Ford, of No. 3, who resides at 2721 Kingsland Ave. Let's hear from you.

Edward V. Sachtleben, of 736 S. 15th St., Newark, N. J., Local No. 52.

Oh yes, Bill Hartung, of Local No. 86.

Last, but not least, Herb R. Bullen, of 179 Desmond St., Rochester, N. Y. Remember that pile, Herb?

Nearly forgot Sunny Jim, of Hackensack, N. J., Local No. 578, otherwise James Van Benschoten.

Jack Wilson, of No. 98, Philadelphia.

These are just some of the names in possession of ye scribe who sends best regards and wishes to be remembered to you all.

Yours,

ROBERT S. ROSEMAN.

L. U. NO. 40, HOLLYWOOD, CALIF.

Editor:

Local No. 40 has not had a letter in the WORKER for two months, owing to the fact that the press secretary has been sojourning in the northern part of the state. The very strenuous job of loafing got the best of me, so I had to take a vacation to rest up. I read that the Editor would like to have the letters limited to 500 words. I am going to try to do just that.

In my first letter to the WORKER, some months ago, I told my sad story of the conditions Local No. 40 was working under in the studios. The question of jurisdiction of the electrical work. I read with much pleasure a letter dated May 14, 1930, from International Secretary Bugnizet, defining just what work belongs to the I. B. E. W., as everyone knows that the I. A. T. S. E. is now, and has in the past, been encroaching upon our work to what I term a very serious extent. We of Local No. 40 have been trying to remedy this situation, with very little success. After months of feeble, luke-warm tactics by the officers of Local No. 40, the International Office sent Brother Mal. Harris, an International Representative, here to take complete charge of straightening things out. Needless to say, Brother Harris went right to work to find out the why and wherefore of the situation, with the result that several officers resigned. Now comes the long, hard task of rebuilding the organization. The results I am not in a position to state at this early date,

but by all indications it looks as though Local No. 40 is going to get the work that rightfully belongs to it.

Our big battle now is jurisdiction of installing and maintenance of sound equipment, as you know sound equipment is something new, and of course the I. A. T. S. E. is claiming it. To me, regardless of whether it is new or not, it is electrical equipment and, being such, should come under the jurisdiction of the I. B. E. W.

I will quote some of the contents of the letter mentioned previously, to wit: "Our local unions are advised that the installation of all electrical sound equipment and the repairs thereto, are the work of the electrical worker and that the operation of all sound apparatus other than that necessary to the production of a show is the work of the electrical worker," and further it states, "Our local unions are advised that members of the I. A. T. S. E. have no right to do any electrical construction, permanent installation or re-installation, or make any permanent repairs," etc. That in itself should settle for all time any question as to who the work rightfully belongs to. That being the case as there are no shows within the confines of the studios, what right has the I. A. T. S. E. doing any electrical work in the studios? Answer me that.

Space is getting limited and I wish to say a few things more on other subjects. First, I want to mention that I am glad that the press secretary of Local No. 18 has found time and space to publish two articles in the May WORKER along with the photograph of C. M. Feider, business manager of Local No. 18, acclaiming him for his splendid services and efficient management of their local union, and furthermore, regarding what the Gruntus did with all the dirt. Well, now, I did not get this straight, but the way the open shoppers around here have been slinging dirt, I think he gave it to them or they stole it, to make some more officials. I wouldn't be surprised but that the Los Angeles Times got some of the dirt, also.

I had quite a change of heart the other day walking down one of our streets thinking to myself how greedy, selfish and corrupt a lot of our citizens are, when lo and behold, I saw a sign in a cafe window that read, "If you are broke and hungry, come in and tell us." I hope too many do not abuse the privilege, as I may want to pay them a visit myself before long.

Here's hoping I stayed within the limit of 500 words. International Representative Feely paid Local No. 40 a visit and gave a very interesting talk on the Boulder Dam project.

E. E. MARTIN.
(The Amplifier.)

L. U. NO. 46, SEATTLE, WASH.

Editor:

Here I am sitting in front of the radio trying to write while listening to the fight broadcast from the arena, and this the month when young lady girls and their blushing prospective meal tickets dicker with promoter Dan Cupid for a main event. It's a funny thing about these matrimonial mixups, no matter how many they put on 50 per cent of the participants are women.

April 30 saw the Stone and Webster Shuffelton job at Renton buttoned up. That surely was a dandy job in more ways than one. Conditions and wages were 100 per cent. Every one of the boys working on the job put forth his best efforts inasmuch as it was a pleasure to work where you knew you were expected to put in an A No. 1 job. I would say more about the

job but will leave some for next month, when I hope to have some pictures of the plant and will give a more complete writeup.

Must say hello to Johnnie Johnson and his brothers, Al and Frank. How was the trip back east, Johnnie? Hello, Doc and Norman Moreland; how's the Graham-Paige? Doc sold all his tools to Teed for 75 cents when he left the job. Brace up, Doc. Bet you get hunchbacked lugging that tool box around, Norman. "O. K."

Work here is still very quiet with a large number of the boys out of work and hoping that said work soon opens up.

Mrs. Luther Thomas had a number of the women of the Social Club over to her home a few weeks ago for tea, etc. They all enjoyed themselves, especially Mrs. Beckson, who played the part of Dora Matt on the return trip. Mrs. Luther T. forgot that I like cake. 'Sall right.

Pick-ups of the day: Just like leaving home, saying good bye to Johnnie Barr and Morris at the Shuffelton Plant—Bill Bowen and his little wife and family Dodging their way to California—Louie Bertsch and the Mrs. back home again—George Johnson sporting a new silk shirt—Charles Knapp chasing caterpillars, and yours truly washing his hands and face off, combing his hair out and getting ready to sit down and eat himself.

Twelve, noon; time out for lunch.

W. C. LINDELL.

L. U. NO. 53, KANSAS CITY, MO.

Editor:

We had a very interesting discussion at our last meeting on a subject that we believe is of vital importance to all members of the I. B. E. W., and that is the subject of establishing a home for old members of the Brotherhood, who find themselves cast aside in their old age by our ruthless industrial system. Probably we, as members of L. U. No. 53, situated as we are in the center of the country, come in contact with more of the wandering Brothers than the average local does.

They come through here going and coming from all directions, and their stories are all the same—no work, no place to sleep, too old, industry is through with them. Good union men all their lives, but up in years now and just too bad.

Brother Cronin gave an interesting talk on the possibilities of establishing such a home on an assessment of one dollar a year per member. All the members present were very much in favor of the idea, and local Union No. 53, of Kansas City, is anxious to hear from the other locals of this great organization on this important subject. Surely this is a subject worthy of the attention of every member of this Brotherhood. We have a very progressive man at the head of our organization. His articles in the WORKER are chock full of sound logic, and modern up-to-date business methods. All of our International Officers are capable men and big enough to handle a proposition like this. Other organizations have it; lodges and fraternities have it; why not the Brotherhood? We are big enough surely to take care of old, faithful members, who in the sunset of their lives

find themselves down and out and not wanted.

Younger members, who are strong and in the prime of life, may think that old age will not catch them down and out, but don't be too sure, fate is fickle, fortune smiles today and gives you the merry ha-ha tomorrow. And remember time is inexorable and old age is just around the corner for all of us. We must take care of ourselves. No one else wants us, especially when we are old and can no longer produce. Self-preservation is the first law, and it applies itself forcibly on us all through life. We like to carry on to the end, but we like to carry on with honor, not through charity and begging.

While we are young and strong we should be willing to contribute a small sum so when we are old, or adversity hits us, we can retire to the home that we have helped build and live it out with a feeling of contentment and honor.

Unionism must be up and doing. We have an insurance now, which was a great stride forward, and has been instrumental in holding membership. The old age home idea is just as important and would be just as instrumental in building up and holding membership.

We must have good things to offer. Our president, in his articles in the WORKER, says that unionism is a business. We agree with him, thoroughly. And we think it would be good business for the Brotherhood to get started on this home idea.

We want to hear from the other locals on this subject. Are you interested or not? Bring it up at your meetings and let your press secretary write to the WORKER in his monthly article and let us know how the members take the idea. Don't say it can't be done, for it is being done right along. The question is, are we big enough and progressive enough and forward looking enough to do big things?

We of Local Union No. 53 think that we are big enough, an organization with 100,000 members is big enough to handle a movement as worthy as this. The plan can be worked out later. What we need now is interest in the idea. So let us hear from you through the WORKER.

Now for the local news: L. U. No. 53 is carrying on very nicely, holding its membership and taking in a few new members. The meetings have been fairly well attended and the discussions interesting.

Things are about the same in Kansas City as they are elsewhere—you know what we mean. Brother Clark wanted me to mention that he is in Kansas City and having a nice time on the golf courses. He shoots the course in eight (hours).

The boys from Independence turn out en masse every meeting, coming about 15 miles for the good of the cause. A good example to some of the Brothers who live much closer but never can find time to attend. Think it over, Brothers, and come over and see the new decorations.

T. F. McG.

L. U. NO. 65, BUTTE, MONT.

Editor:

The month of May will soon be listed as another month gone, and the fishing season is here, a fact that will bring pleasant memories to many Brothers who have tried their skill with rod and line in this state.

In the April issue of the JOURNAL the press secretary of Local Union No. 200 opens his letter with a statement that some visitors tried to slip something over on the boys in the "Smelter City." Nothing could be further from the truth. The visitors happened to be a committee from Local Union

Early copy in July
would be greatly
appreciated.

No. 65 and so as to not burden the reader with any lengthy review of our troubles will state the case as briefly as possible.

The Montana State Council of Electrical Workers submitted a proposition to all local unions in Montana. A committee from Local Union No. 65 went to Anaconda and requested Local Union No. 200 to vote on the proposition. Arriving at the meeting the committee found our International Representative, Harry Bell, speaking on the same proposition. That is the truth of how some visitors tried to slip something over on the membership of Local Union No. 200. Every local in Montana voted except Local Union No. 200.

The press secretary of Local Union No. 200 seems to look with suspicion on everything suggested and visitors are beginning to think that the press secretary of Local Union No. 200 is even suspicious of himself. He should confine himself to winning imaginary arguments with M. D.'s as per his unfinished epistle of April. Inasmuch as wages have been cut in May and another cut is due June 1, perhaps our neighbor will devote his time to equalizing things by figuring out just how much the International Officers ought to have sliced from their salaries.

Our International President suggests that a time limit be placed on meetings. That may meet with the approval of friend wife, but, as for me, I had to obey a curfew law in my younger days but see no necessity for any such institution in my second childhood. And in this I think I have plenty of company.

Beginning June 1, wages will be \$5.50 per day in the mining and smelting industry and this wage will be what the majority members of Local Unions Nos. 200, 122 and 65 will receive. For the benefit of traveling members let it be understood there is a scarcity of work at the reduced wage and plenty of men now idle willing to take on work.

With present conditions poor and gasoline 28 cents per gallon, Montana looks like a poor bet this summer.

Hope we will have better news in the near future. It will be up to someone else to see if this effort will keep within the 500-word limit and get there by June 1.

CLEM BURKARD.

L. U. NO. 77, SEATTLE, WASH.

Editor:

Local Union No. 77 has not been off the map but has quietly been making plans for a better organization.

Work has slowed up here as the rest of the country but we of the west always believe that tomorrow we will strike gold.

The locals of the northwest—Oregon, British Columbia and Washington—are making plans and will have in operation very shortly the Northwest Conference of Electrical Workers, in an endeavor to better our working conditions, and a compensation in keeping with the cost of living, plus the hazard and skill of the industry.

We have only one real problem out here. When we solve that the rest of our troubles will take care of themselves. That is the non and ex-members who do not belong to the Brotherhood. Here they are on the best job that they ever dreamed of; making more money than they ever imagined possible. You would think that from purely a business reason, if for no other, they would belong to their trade organization. They believe that there is a Santa Claus, or that they are big he men, and are self-sufficient without help of God or man.

Personally I believe that we will have to come to the position that you either

belong or you do not belong; you are either with us or against us; that you are carrying your share of the load or someone is doing it for you; that civilization has been built upon co-operation instead of individual action; that alone one is one, but united one is many; that if an individual chooses to walk along on the job, then let him follow that cruel journey of life, the path of life alone.

Brother Bob Wheeler paid the local a visit after being laid up for nearly a year. The boys were glad to see Bob out again.

FRANK TUSTIN,
Press Secretary Pro Tem.

L. U. NO. 80, NORFOLK, VA.

Editor:

We failed to appear in the correspondence columns of May issue because we had nothing worth writing about.

Tonight, at the meeting I asked the boys to suggest a topic for the June letter. All I got was "Tell 'em to stay away from Norfolk if they don't want to starve." To tell the truth, that is just about three-thirds correct.

We held our last raffle for a month's dues and the winner lost by being absent, but the winner was present at the last two meetings, "Jimmie" Tolson, both nights. Can you beat that? Some of the boys are still trying to figure how it happened. He wouldn't attend the meeting tonight. Said he wanted to give others a chance to win.

At the present time we are all guessing, all except one and that one is the traitor who is passing information from the meetings to outsiders.

If such practice is continued, we could save hall rent by holding our meetings on the street, as the Salvation Army does.

Some years ago we had that same condition exist. One of the contractors would tell us next morning that he knew everything we said or did at the meeting the previous night. "Judas Iscariot" still lives, it seems. We will now sing our closing ode "How the L can we work when there's no work to do?"

ALBERT SPALDING.

L. U. NO. 98, PHILADELPHIA, PA.

Editor:

One way in which a successful forward movement is made possible, is by a careful review of past performances, and checking up to determine if proper success has been made at the moment, and this is what I propose to do at this time.

Immediately on taking office last July, the officers found themselves confronting a situation caused by our men having been withdrawn from the United Engineers on all their work in this city, due to their reducing wages.

This developed into a building trades strike, and after a week's cessation of work by all trades, the Engineers agreed to our demands, and as a result, approximately 100 men have been employed on their work since that time. We are now negotiating with this company for a further grant of work by some of its subsidiary companies, and prospects are very hopeful.

Our business agents have interested themselves in organizing some shops that have been running open for a good many years, among others might be mentioned, J. V. Friel, Ross Construction Co., and Strawberry & Clothier Department Store in their maintenance department. The Ross Company has kept about 30 of our men employed since the first of the year, besides a considerable number of Local No. 143, in Harrisburg, Pa.

This work of closing shops is progressing very well, and it is certain that in a short

time several more non-union shops will be closed by us.

Our agents have also been successful in having jobs, that had been practically closed with non-union shops, turned over to union shops and our men employed. This has happened in several instances, the last one a building being erected for the Grinnell Sprinkler Company.

Last October our officers launched a program of organization that is just beginning to produce results.

At that time it was realized that for several reasons our local was not progressing as it should, and that sister locals surrounding us were leaving us at the post. And the principal reason was very plain, namely, internal politics and internal clubs, and they appeared to be more important to some members than membership in the local.

This required a cleaning of our house, and laws were enacted for the purpose of stamping these things out.

Application was then made to the International President for the assignment of our International Vice President to Philadelphia for the purpose of bringing our conditions up to those employed by other cities, and I am very glad to state that President Broach entered into the plan in a wholehearted manner, and our request was granted.

As a result International Vice President Kloter was assigned here, and I'm pleased to state that he has taken hold of the situation in a business-like manner, and results obtained to date indicate that he has the confidence of both the membership and contractors.

Vice President Kloter has been visiting here for the past three months, and it is our hope that he can shortly spend the major portion of his time with us, but, of course, we know he is a very busy man and covers a very large and busy territory. However, he has impressed our contractors to such extent that 12 of the leaders have voluntarily increased our rate by 12½ cents per hour, effective May 1, and we have great hopes of this being further increased at the expiration of our agreement August 31.

A committee has been selected to meet with the contractors to draw up a new agreement to be effective September 1.

There is nothing that proves a member's loyalty to his organization and officers, than a general willingness to contribute to a fund to bring about better conditions. This, I am happy to state, is 98's present position. We have agreed unanimously to assess our selves \$60 each, spread over a period of six months, or at the rate of \$10 a month. Brothers, that is the spirit that wins.

FRED DEXTER.

L. U. NO. 102, PATERSON, N. J.

Editor:

We've been having nothing but meetings lately, special as well as regular, in regards to the new agreement.

We just signed a three-year agreement with the contractors with better working conditions and an increase in pay. We were sure tied up in a knot with the contractors until we called in Brother Kloter, and Brothers, I want to tell you he sure earned the respect and appreciation from our committee, business agent and membership. That just goes to show that the business man is needed in the unionistic movement more now than ever before. Brother Kloter accomplished more in the two weeks that he was in and out of our territory than one unfamiliar with the business could have accomplished in six months.

I am sure glad to see that the differences between Brother Muse and Brother Breen

have been settled. Brother Muse has the benefit of 17 years experience in the field and Brother Breen is wise to get the benefit of that experience. Brother Muse was given a vote of thanks by the local for his service on the jurisdiction committee, and I'll say no vote of thanks was ever more deserving.

Brothers, by the time you read this article it will be after election, but bear in mind, weigh each candidate carefully and don't vote for a candidate because he's popular, but consider his merits, bear in mind the local union is a business organization.

I wish to state right here that No. 102 is solidly behind Brother Broach. We voted unanimously for the revision of the constitution and we sure approve of his remarks in the March number of THE WORKER.

Brothers, it is strange to note that members of trade unions find lots of time to go to the movies, attend lodge meetings, and other social functions, but have not the time or inclination to attend a union meeting. I say the local union is as much to blame as the individual. Provide a suitable meeting place, not an old ill kept, unsanitary, fire trap to hold meetings. Also conduct the meetings in a business-like manner. Eliminate the gas and red tape. Elect a capable, fearless, president; a good co-operative executive board. See that all committees and officers do their duties in a business-like manner, then will you have not only attendance, but you will find many existing problems no problems at all.

Another thing one finds the largest corporations paying fabulous sums in salaries to their heads. I say in order to attract and retain the highest type of men in our local unions as business agents and secretaries, pay them. Don't be stingy. Remember, Brothers, you are now the employers. Don't underpay your officers.

Conditions in our territory have been rather slow, but I notice that that condition exists in most territories. Brother Broen has worked like a trojan visiting the local contractors and endeavoring to place some men, and he has been successful in many instances.

Say, boys, Bob Kennedy has the prettiest little baby girl, blue eyes, chubby, oh boy. Takes after the old man, what.

To Bob Shaw, they say Morris Dvortz likes cream puffs.

Famous last words, "Is he dead?" "No, Sere, he is."

They say Steve sold his Curtiss-Wright shares and bought "Fertile preferred."

Frank Shlemp and Neil Simonton have you got a Webster's dictionary?

Well now that I've got the habit, you'll hear from me more often.

BENJAMIN B. COHN.

L. U. NO. 103, BOSTON, MASS.

Editor:

Unemployment is still with us up here in Greater Boston. It is reported that about 38 per cent of the union building trades mechanics in this community are without jobs. It is said that some trades have more than half of their membership out of work. Local No. 103 has not witnessed such a depression for a great number of years. I have been informed by several contractors that they are now figuring more work at this writing than they were a year ago at this period. Well, that is at least encouraging news to some of us.

The celebration of the tercentenary of the founding of Massachusetts Bay Colony will be in full force in another month. In Boston, tentative plans are for the illumination along the Charles River Basin. The state has appropriated \$10,000 for this work and the city has set up a sum of \$25,000. The general committee is trying to get the property owners on both sides of the river to light up their buildings for the summer months. Up to date, no contracts for electric work have been let out.

Our genial and unassuming treasurer, Theodore Gould, is once again attending the meetings after a slight illness of several months. Brother Gould is the only treasurer that this local has ever had, one of the pioneers of the movement, who with other older members gave their time and energy that has made possible the good wages and conditions that us young-timers now enjoy. With the able assistance of Financial Secretary John Regan and Trustee Edward Carroll, my dear friend, Theo, will be in good company from now on.

In reading President Broach's comments in the last issue he certainly did walk right down a few members' streets. He has the right slant, "Be a booster, not a knocker."

HARRIE S. GOODWIN.

L. U. NO. 105, HAMILTON, ONT., CAN.

Editor:

Another month has passed and another year rolled around for Local No. 105, and we are still progressing. At our last meeting we elected Brother McNamara as full time business agent. For a long time we have tried to get along without one but at last it has become a necessity. We also had three of the local contractors: Mr. Culley, Mr. Avis and Mr. Jack. They paid us a visit with a proposed by-law to be submitted to our city for a licensing system. This move has been started by the contractors and is looked upon with favor by this local and while we had a special meeting to discuss this matter a full report cannot be given as yet.

We were also favored by a timely visit from Mr. McLeish, electrical instructor at the Ham Technical School. While we had a bad turnout (as usual), those who were there gave the speaker their attention and were rewarded by an educational talk on technical school training and some timely advice to those working at the trade.

Work is still very quiet but seems to be slowly picking up and prospects look fair for the summer.

Next meeting we shall hold election of officers for the coming year. This will probably be my last letter to the WORKER as I expect to be elected president—if I can get enough of my gang to put it over. If not I may be in again next month to tell you all about it, so until then and if I don't write any more I'll say good-bye to all the Brothers who read our articles.

Yours truly,

THOS. H. READ.

P. S.—Brother Dave Armstrong is running for president so I guess I'll not have a chance.

L. U. NO. 125, PORTLAND, OREG.

Editor:

I am surprised! I am mildly surprised! I find, Mr. Editor, that you have appended a note to my communication in the April JOURNAL in which you say, "But it must benefit the whole community, and the whole people. As things are now, the losses in time and money, which you yourself realize, are paid for by labor, by those least able to pay for them. Should not the whole community take the losses, as well as the benefits, and should not labor be remunerated when machines replace men?"

Now please consider the closing paragraph of my humble effort, to-wit: "We must not permit the employer to reap unshared the profits of the machine's labor to the exclusion of the men whom it displaces. We must not permit unnecessary hardship to accrue to any group of workers who are being displaced by the machine. Careful, logical thinking can and will solve these problems—and mankind will be the better for it"—to which I added, "Think it over, Mr. Editor." But you didn't—now did you? If you had I am sure that you would have realized that I was endeavoring, in my feeble way, to put over the same identical thought to which you gave such forceful expression. A trifle more conservatively, or diplomatically expressed perhaps—if you please,—but, nevertheless, the same idea. However, it is doubtless my fault in not being more lucidly explicit, and conceding this to be the case, I will hereafter endeavor to expedite matters by restricting myself to categorical statements of fact, unencumbered by obstructing accumulations of metaphor and allegory. [Editor's note: We were no doubt misled by earlier paragraphs. Glad we agree.]

Now that we understand each other let us



PATERSON BOYS WHO WIRED THE UNITED PIERCE DYE WORKS, HAWTHORNE, N. J.

Back row: Waldron, Pardoe, Behrens, Sheerer, Hamer, Magee. Sitting: Voag, Hudson, Walty, Bennett, Gerber

"preceed with the recussion" as Andy would say. I note that Brother W. A. Lobby, of Local No. 113, is also thinking along the same line, as indicated by his letter in the April JOURNAL. The sentiment is growing. With you and me and him, together with the president of the Westinghouse Company and the assistant to his vice president (as commented upon in my April letter), there are five of us lined up. Now if we can just get enough more thinking men to see it as we do, the non-thinkers will follow automatically, perhaps I should say mechanically—and the problem of the mechanization of industry will be solved! Simple, isn't it? When you put your mind to it.

Seriously speaking, Mr. Editor, the satisfactory solution is up to us. The employer will not, in most cases, voluntarily surrender the savings which the machine makes possible to the men whom it displaces. We can not remain passive, viewing with alarm, a situation which is rapidly growing worse. It is time for us to accept the inevitable march of progress and bend our efforts toward the education of both employer and employee alike, that the mechanization of industry may prove a blessing to all mankind. It must not become a boon to a few and a curse to many.

The first step in the right direction is a realization of its possibilities. If the machine can accomplish all necessary production in a fraction of the time required for manual production, and that shortened time is equally divided among the original manual producers, those producers will be released for a greater portion of their time to the pursuit of recreation, study and culture. Think what that can mean to mankind. Many a genius has been smothered, in years gone by, under the stern necessity of continuous occupation in order to live. Intellectuals that might have brightened the world have never shone beyond the limited field in which they struggled for a meager existence. Living has been lost sight of in the effort to keep alive. What an emancipation it will be when the machine says to mankind, "go forth and live."

If a machine is developed by use of which one man can do the work of 10, the employer has no right to throw the displaced men out upon society jobless. Neither has he the right to hold one man to the operation of the machine until that man becomes a mere automaton. On the other hand it would be unfair to require the employer to retain all 10 men at their original wage, as there could be no lessened cost of production in that case, and the investment in the machine must be taken into account. Somewhere in between these courses lies the most equitable adjustment. That is one of the problems which we must solve.

For the information of Brothers who may be interested, Mr. Editor, I will say that, in this territory, to quote Andy again, "The repression is on." We had hoped to be able to report boom conditions by this time, but in all candor that may not be done. I do not intend to convey the impression that we are suffering a serious period of depression, but the unemployment situation is enough to cause grave concern, and the outlook is not favorable for any travelling Brother who might hope to land here and find work at once. The larger light and power companies are doing some construction work, but not as much, I believe, as had been planned. The telephone has greatly curtailed their extension program in the Pacific district, and there is a surplus of linemen. Contract shops are not working to full volume of business and lots of "narrow backs" are on short time. But it seems that business over the entire country is now on the upswing,

and that fact should be reflected in better conditions here before long.

Hoping you are the same.

DALE B. SIGLER.

L. U. NO. 151, SAN FRANCISCO, CALIF.

Editor:

I am not sure, but from what I hear I think Ma Bell's child here is sorry they started the battle in the Bay District for the increase in rates; with so many out of work they could not pay the old rate. When it came to an increase phones have come out by the hundreds and the worst of it for the company is that their long distance or toll business has dropped off about 25 or 30 per cent. That is where their big profit comes from. While they promised all of the faithful who stayed with them in their strikes and all who went to work for them at the time that under their association plan there would be no lay-offs on account of no work, what a slaughtering they made from the last of February up to date—and it is still going on. The worst part of it is they have turned out a big bunch of would-be mechanics whom other companies will hire because they can get them cheap.

At last San Francisco is going to try to vote bonds to take over the two power companies here on August 26. While the state railway commission has given their consent to the merger of the two companies, they will be on the ballot as two separate propositions as the evaluation was taken that way by the railroad commission. I sure hope they vote to take over one or both companies.

The so called Hoover prosperity is hitting this part of the country in reverse as there are more out of work now than there have been in a long time and all of the big companies still laying off both men and women.

C. D. MULL,
Business Agent.

Early copy in July
would be greatly
appreciated.

L. U. NO. 163, WILKES-BARRE, PA.

Editor:

Have read all about the other scribes' laments on working conditions in their localities so will not dwell on that subject as the feeling is mutual. But what can we expect when our government is making noble experiments, what with prohibition, disarmament and naval parity. The last mentioned is the biggest joke I've heard of. It cost us 3,000 bucks a day for every day they were over there. Japan went out to get ships and our representatives a treaty—and old kind of a treaty. Well, they both got them. Our forefathers fought and died for independence while our present statesmen or internationalists are trying hard to surrender our independence for a scrap of paper. True, Mr. Hoover and Mr. Stimson get a little personal advertising, but the internationalists get the country a little further enmeshed in European entanglements and we are left holding the bag. Exercise the power of your vote at the next election for Senators and Congressmen and vote for red-blooded men like the wild jackasses. Would we had more like them and not machine politicians, then the country would mind its own business and

there would be good business instead of readjustments.

Organized labor cannot afford to make noble experiments. We must make noble accomplishments and gain practical results. If our leaders were guileless and somebody got them a set of restrictions cleverly designed to handicap our power and hamstring our progress, we would soon get rid of them. Why then tolerate guileless men to run the business of our country? Again I say, vote. You all know what machines have done to industry, but for God's sake don't let political machines surrender our country's independence.

I understand L. U. No. 81 has a party on the pan up there. They would, but some of their men came down here and worked on a job and stayed on that job after our men left same to get conditions and not a thing was said or done about it. Rotten, I say, when a fellow tries to shoot square and petty jealousies and personal differences interfere. Read Broach's articles and practice them. They are honest and frank; in fact he hits us all sooner or later. Why can't your executive board, Hazleton's board and our board get together sometime and have an understanding of our local conditions? They are local when you consider the location of one local to another. We would all reap benefits from it and it would strengthen the position of all three locals. As it is you choose to stand alone and want to give no quarter but expect everybody else to hand you things on a silver platter. Personally, I have no hard feelings against your local, but officially things are all wet as they stand now. Let's get together.

The I. A. T. S. E. are using every means to gain control of work granted us by the jurisdictional board of awards of the A. F. of L., and are encroaching upon our rights. It is the duty of every local in the I. B. E. W. to keep this work for our members and exert every effort to use means to put these birds where they belong—back stage. We would appreciate hearing from locals how they are combatting this issue and govern same in their jurisdictions.

You birds of L. U. No. 163 had better attend meetings as the sun is shining pretty good now and our minds are straying to thoughts of a clambake. Come around and let's have your opinion on the matter; incidentally there is quite a bit of important business to transact and as it is your business don't let the other fellow do it all. Remember Article 12, Section 1 is being enforced since our notice in the JOURNAL and I don't mean maybe, so come around and save yourselves money.

Al. Antonitis is around and smiling again since his burns. Attaboy, Al! You girls who read this and are getting settled, don't jump at conclusions till you look over our own Bird. He's our financial secretary and like an old Dodge, dependable. Now, I'll say hello to Bill Barber, down in Jersey, and wish Love success in his campaign. Signing off till next month.

GEP.

L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

We have been reading a number of press secretary letters. We find some who think to change the laws without a referendum vote on the amendments will take some things from them and of course put them out, but they do not say that this committee may arrange the laws that would be of benefit nor do they realize that a committee which is trying to give the best efforts to solve conditions are far more safe than the rank and file vote, as we know such vote

many times is made by one speech and that may be for or against, just as the party feels, not as he studied; the chances are that the talker is no thinker; but gets the vote just the same.

I approve less meetings per month. One is all that is of any use if held regularly; one hour's time should be long enough; the unnecessary talk is the fault of the president. He has the power to control. Most cases are started by some Brother getting up at any time, and he starts talking on whatever enters his mind without getting the right to talk. Our president should see to it that no one talks unless a motion is being made or has been made and then only on the question, and only once at that; and rules out all motions that are already taken care of by the laws. The presidents should study the laws and rules of order; if they cannot do that they are no good for the organization and should not be in the chair. One may hear the chairman say everyone will be treated alike. The fact of the matter is that very seldom are there two cases alike. He may think them alike but yet they may be out of order at the time, or not within the rules of order. If he is not up with the laws of order he is very apt to be to blame, which is generally the case in prolonged arguments.

Most of the members try to do the right thing but you will find a few who do not think with the union, in fact, don't think at all but do the most talking. The chairman can handle such, and do it now is his job. And to do it right he must be up in rules which will save much time for the local to do the work. Of course some hard feelings will be made, but if the rules are followed these feelings will soon lessen as the membership will realize that the chairman is trying to carry out the rules and that will bring support to the president, but the rules should be applied alike under like cases. I think if our presidents of our locals would study the rules and apply them there would be very little complaint regarding the conditions of our meetings.

Of course we need changes in our constitution so that our chairmen can take care of cases in short order and give them more power to enforce the rules; a local will build up where there is order; better conditions all around will be in line for its members, disorder will ruin a local's conditions, and even friendship, and create dislike among the members and may disrupt the local. The president of a local should be the best posted Brother on rules of order, or as good as any in the local, otherwise he is handicapped and, of course, can not control and hold order, which may turn a meeting into a rag-eating contest.

F. C. HUSE.

L. U. NO. 200, ANACONDA, MONT.

Editor:

Well fishing season is now open and most of the Brothers are getting out their fly hooks, poles and line and cleaning up a bit, getting all set for a wonderful trip up to the lakes or streams which are just full of real sport. Met a few Brothers today and they were wearing their welcome smile and the reason was they had been out and had had a good catch of trout and still feeling fine.

We won't have much to worry us now as long as we can fish as we don't have to go far to get some real fishing in the mountain streams and lakes.

President Broach's article regarding the machinery of our locals being so organized and our laws so arranged for the betterment of our organization is a very important question in the revision of our constitution.

I believe in a standard set of laws govern-

ing all locals as far as possible, but of course one must remember the different conditions have a lot to do in drawing up by-laws, but a set of standard laws handed down by our International Officers would sure help a great deal toward a better organization I'm sure.

Relative to Brother Irvine, of Local No. 1037, of Winnipeg, Can.; far be it from me to feel like you understand me to want to lower any Brother's living wage. I merely ask for help in any way possible whereby we can prove to the employers here our need of more money.

I have been reading where a number of our locals have succeeded in establishing a five-day working condition and I would like to write that we have also a five-day week, but I'm afraid I have no right to even entertain the subject here as I feel I would sure get a real panning by some of the Brothers, as some are not in favor yet. They just have to be educated to it, that's all.

R. J. MORROW.

L. U. NO. 211, ATLANTIC CITY, N. J.

Editor:

"All aboard" for the world's largest radio show to be held in the Atlantic City Convention Hall. Why not grease up the old flivver and make it a family party (we're tempted to use that old wise crack about bringing along the "loud speaker"), and roll down to the shore for a stroll or chair ride on the boardwalk, soaking up some of the ozone in the clean, healthful sea air? The ever present style parade will prove interesting to "Mrs. Electricity" while the "old man" has a looksee at the last word in radio design and equipment with an opportunity to compare the reception of the various instruments in the sound proof booths that are being installed on the auditorium floor. While at the hall be sure to look up Brother E. Eger in charge of the electrical staff (all members of L. U. No. 211) and you can be sure of their helpful co-operation.

If on the trip down the electrical installations on the bridges should not be to your liking just call it to the attention of Brother Eger, who we hear has been appointed inspector of bridges for Atlantic County. We're wondering just what that "hombre" does with his spare time considering that Brother W. E. Cameron, our business representative, is hopeful of temporarily placing 30 men getting the show in shape. That ought to remove some of the overflow from the day room.

Storm clouds were hovering over the beach front recently due to the representative of the moving picture operators insisting that they install the new machines on the piers. Brother Cameron tried diplomacy, that not being effective issued the ultimatum "That if they had to have trouble we would set 'em and run 'em." Everything's in the clear now.

This is a good time to call the attention of our members to the fact that it is part of their responsibility to check up on the equipment on the job and let the slogan be—"If it's electrical, it's ours."

The annual race of the Gloucester, Mass., fishing fleet to Cape May to meet the mackerel is an unforgettable sight. Under racing rigs of canvas and high speed motors over 100 converted submarine chasers and schooners are now following the schools northward until next August when they mysteriously vanish off the coast of Nova Scotia.

To the boat landing the first cargo goes the honor of tacking a mackerel's fins to the bowsprit, a sure sign of good luck for the remainder of the season, not to mention receiving top market price for the load at the dock.

The "Strita" was first in with 30,000 pounds of fish, closely followed by the "Colonel Lindbergh" with 22,500 pounds and "The Sisters" with 18,700 pounds. The "skippers" report the mackerel are running heavy about 80 miles southeast of Wildwood, N. J.

Due to an over supply being landed here at the "Inlet" wharves the old law of supply and demand went into effect bringing the price down to two cents a pound in barrel lots.

Visitors from L. U. No. 21, Philadelphia, Pa., will find Brother "Shorty" Bernard at his private spot on Brigantine Bridge weak-fishing, and he gets 'em.

The many friends of Brother "Cutie" Clark in L. U. No. 98, Philadelphia, Pa., will be interested to know that he has put the tool bag in camphor to take over the Anchorage Hotel in Somers Point, N. J. Shore dinners with gravy is his specialty. Can the Old Timers Club depend on a visit from Brother "Bill" Delaney, L. U. No. 3, New York City, this summer?

Brother Elmer Downey, the Hotel Claridge job "fat boy," is on a diet. Just an old Spanish custom.

Blue Note: Fredk Rogers has his shop up for sale and will join his wife who is on the west coast seeking health. We're losing a square shooting employer, one of the old reliables, and a bang up shop to work in.

At the meeting of the New Jersey State Electrical Workers Association at the Hotel Dennis here, a motion was made to have local unions censor the press secretary's letter. We have an idea Brother William H. McDonough's letter, L. U. No. 358, Perth Amboy, N. J., in the May JOURNAL caused us scribes to get an awful pushing around. Some people haven't any sense of humor.

"Wanted"—Has anybody seen L. U. No. 314, Camden, N. J., press secretary around anywhere?

Brother "Farmer John" Armbricht's cow has a calf, a boy cow; "hey, hey."

G. M. S.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

Webster's dictionary defines the word "co-operation" in this manner: "The act of working jointly together."

Now read that last line over. Brothers, do you realize the vast amount of importance that is attached to that definition? If you don't, this is the opportune time to give it some serious consideration.

Co-operation is absolutely necessary for the success of any organization, regardless of what kind it may be, if it wishes to progress.

Co-operation between the members in regard to the trade is going to help make better mechanics; co-operation of the members and the officers is sure to make a stronger local; co-operation of all the locals with the International Office is sure to make a stronger Brotherhood.

Co-operation of the various locals with their contractors is going to give both groups a better understanding of each other's needs, for whatever affects one usually affects the other. Therefore, we should work together for the best interests of each other.

Wherever co-operation has been practiced the best results are being obtained, and in this day and age that is how we measure success.

Co-operation pays big dividends, Brothers, in the way of more work and better work, and more congenial conditions and, I believe that you'll agree with me when I say that our conditions could be improved.

By the time you get this issue of the JOURNAL you will just about be ready to go to the polls and select your officers to guide L. U. No. 212 through its trials for a term of two years.

Regardless of whom the members select, let us get behind them and encourage them and practice some of this co-operation you have been reading about and I am sure that they will respond by putting forth their best efforts, and L. U. No. 212 will benefit thereby.

Give your executive board some power and finances to work with and no doubt they will get results.

Don't question every move they make nor every dollar they spend as I feel sure they will practice economy and use just as good judgment in carrying on the business of the local as if it were their own private affairs.

This will be all for this time, boys, as I am taking the hint that the Editor had on the first page of the May issue of the JOURNAL, entitled "The Editor's Song," so I have boiled this down to escape the blue pencil.

W. F. MITTENDORF.

L. U. NO. 226, TOPEKA, KANS.

Editor:

Frank Harris, who had an operation a while ago at the S. B. A. hospital is doing nicely.

The unemployment situation is still going strong.

Every union man in Kansas should remember that Henry Allen, Senator by appointment only, not only opposed restriction of Mexican immigration when millions of American citizens were out of work, but voted for confirmation of Judge Parker—the judge of yellow dog fame.

Senator Capper, on the other hand voted just the opposite from Allen. Do your duty, men, even if it hurts.

Organized labor will never make any permanent progress by strong arm methods. Brains and more brains, not brawn, get the big money nowadays and win the important battles. It's a whole lot easier to use your fist than your head, but only by hard thinking and outwitting the enemy can we have substantial results. We can have as much influence politically as any other group if we will stand back of the politicians who vote for what we want and work for them instead of working and voting for whoever we choose.

In many locals election of officers will be in order about the time this JOURNAL reaches you and you will probably be in the midst of factional fights.

Nothing hurts a local like factional fights that can not be forgotten after the battle is over. Every union man ought to put personal feelings aside, forget what shop an officer or a candidate for office works in and think only of whether that man is the best fitted for that particular office and whether he will be apt to attend all the meetings to do the work placed on him.

Every local has men who buck the officers who are devoting their time and best efforts, often times without pay, for the organization. They accuse individuals of usurping all authority and of running the local. They never stop to think of what would happen to the local if some one didn't run it. Suppose your local didn't have these fellows who are enthused with the local's business. Do you think the local could stand on your efforts alone?

And if you had no local, what do you think either you or the rats would receive

for wages? It's a poor place to vent one's spite.

The I. B. E. W. has always fought for the highest standards of workmanship and the strictest sort of inspection of all electrical installations. Our motto is "When it's possible to do better electrical work it will be done by members of the I. B. E. W."

While the members of L. U. No. 226 have not always been pleased with the kind of inspection given us in Topeka, we have always striven to keep our inspection department out of politics and on the job. So when the Contractors' Association suggested a state law intending to make

sloppy work all over the state harder to get away with, enforcing but not interfering with or superseding any city ordinances, we were heartily in favor of it and feel that other union men in the state will join with us in putting it over. Help! Help!

This is another measure that organized labor is putting over for all the citizens, those in the electrical game and those owning property, and against the shyster electricians everywhere. The sooner they perish the better for every one concerned. Oh, Noah! didn't it rain!

J. R. WOODHULL.

FIFTH IN THE SERIES

Alex Trician, Says:

"A ten-cent-store watch won't give you the service of a 21-jewel timepiece, neither will a 'Handy-Man' give you the efficient service of a



Trade Union Electrical Craftsmen

The "Handy-man" is worth less, as he undercuts the standard price for standard workmanship.

That is why leading MASTER ELECTRICIANS employ none but licensed

UNION ELECTRICIANS

The new addition to the WENDELL HOTEL was wired by TRADE UNION electrical craftsmen. For real economy and efficiency see that your contractor employs UNION ELECTRICIANS.

This is the Fifth of a Series of Advertisements
Sponsored by Local Union 284

INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

L. U. NO. 245, TOLEDO, OHIO

Editor:

June, the month of brides and bridegrooms has rolled around again. Marriage, as I understand it, is a union and the way the divorce courts are working day and night it looks like some of us are working open shop under a signed agreement. The same thing applies to the electrical field, throughout the universe, there are too many working on an open shop basis, that should be under a signed agreement. The electrical field has got to the stage where it is one of the largest if not the biggest yielding enterprises listed under the head of public utility. Thousands upon thousands of individual investors are investing their savings each year, realizing that the product which the electric company produces is such that 85 per cent of the homes in North America find it necessary to use several of these products each day as a standard commodity of life and practically all of the manufacturers as well as the office buildings and other commercial buildings such as churches, theatres and even railroads and steamship lines depend to a certain extent upon some products of the electrical field. This vast combine can only promise their investors one thing and that is a sure dividend. And the vast army of workers are investors to certain extent also, but their investment is in the form of union dues to insure our dividends, the hourly wage.

But the average worker that receives his dividends weekly does not realize that this investment of a small amount of his wages has made possible these dividends in the form of increased wages, but accept it as an act of providence. They do not stop to consider that the amount paid on organized jobs and that received on jobs that are not organized is simply the difference between one group receiving their dividend because they have made an investment and the other group seeing their dividends being distributed among the investors of their company to those that have made an investment (the stockholders). We have a lot of men here that are clipping interest coupons that should not receive them, for they have made no investment. Why? Simply because we have let ourselves become divorced from our original vows and have not paid enough attention to that signed contract, like that marriage agreement. We are satisfied to let the job go open shop. You fellows that have no signed agreement then find yourselves in no position to assure yourselves that these interest coupons will not fall into hands not entitled to same.

Why can't the I. B. E. W. show our prospect, the man without a ticket, where the organized side of electrical field has always paid a bigger dividend than the million dollar corporations? It's true, considering the small amount of money invested, an investment of say \$40 a year with the I. B. E. W., will yield the differences between the wages paid on the job now that is not organized and the one that is organized and you don't have to be a master mathematician to figure out where your profit has been far in excess of the stockholder where six per cent per annum plus purchasing rights at intervals, is the best that can be expected while you are receiving. Well, you are receiving, in some cases, 106 per cent upon your investment over the same period of time, yet we are not smooth tongued enough to sell stock to the man on the job, not organized mostly because he receives the same dividend with no investment. Maybe we should try the old patent medicine salesmanship on some of them.

You know what Barnum said, and how many remember listening to an orator in a

blinding rain under a flashing gasoline torch and being relieved from your last dollar for a bottle of patent corn remover, and you never had a corn in your life, remember? Maybe if we got one of those gas lights and got out in front of a labor temple with an argument like that we could sell them our pure medicine guaranteed to cure all labor ailments. Maybe these rats would stand for hours in a blinding rain listening to a smooth tongued orator with an argument something like this:

"Now, gentlemen, if you will kindly step up closer—I will bite this three-ton ship anchor in two with my teeth. Now before I bite the anchor allow me to show you something that every man here needs for that tired, disgusted, feeling. If I had time I would read you some of my thousands of letters of praise received from all over the world. Some from the wilds of Borneo, and others from the wilds of Hollywood, some from crowned heads of Europe and others from baldheads of Broadway. Gentlemen, if you are suffering from falling prestige or bothered with jobitis, if your father or grandfather suffered with unorganization, then all you need is one application of this remedy prescribed by Dr. Inter National IBEW. One application if properly applied will last a life time. Your son and his son will be benefited by it. Don't go way, I'm going to bite this anchor in a few minutes now. Gentlemen, the locals backing this remedy as an advertising feature have authorized me to offer you absolutely free for this evening only to each man working as an electrician that steps up here and buys an application of this remedy at the initiating price and who promises to follow directions printed on the back. I'm going to reach right over here and put in the envelope one perfectly good insurance policy for yourself and right over here is the backing of one labor organization. Including one body of fellow men whose smile alone is worth the price of this entire remedy.

"Along with all this we furnish a channel through which your grievances can be threshed out in a business-like way. And over here in this bottle is the right of an American citizen to voice your opinion that will be heard as a collective body, bringing with it peace and contentment on the job upon which you work. Now I have only a few more left at this small price and if anybody else wishes one kindly step up close. Thank you, and you'll thank me," and at this point just as the last application is passed over the tail of the wagon and just before the man attempts to bite the anchor have it arranged with the weather man for a cloud burst, putting out the gasoline light, and every one runs for cover, happy over their investment, knowing that it will bring them in a life-long dividend and every one happy as the man moves down to the next corner. Notice—this has not been copy-righted.

Harry Hoover, after riding a motorcycle all winter, bought a closed car as soon as summer set in. Jess Peck, of Sylvania, Ohio, has been rewarded for his faithful service of several years with the company in that city and three years in Toledo, by being made a foreman, first-class. Congratulations are in order. I wonder if some of you haven't neglected this. Let's give him a big hand for the reason alone if you can't think of nothing else for congratulating him, don't forget that he replaced a bitter enemy to your organization, so replace that frown with a smile. "Beaner" Vanderluit of the city is walking around mighty proud these days, he has either tried a new brand or got a new car, time will tell. Chester James is sporting a new model A. His assets now total one car, one wife, one dog, and one

winning personality. Norman Oberdorf, of Bowling Green, Ohio, and Prentice Pangratz, of Maumee, have finally, through their own manipulation, succeeded in getting together as partners again and are doing their bit to hold up the morale of a big gang with little contributing.

EDWARD E. DUKESHIRE.

L. U. NO. 284, PITTSFIELD, MASS.

Editor:

The month of May finds electrical activities here in Pittsfield, not so brisk as in the last 10 months; but our boys have fortunately not been under the necessity of "pounding the bricks," and we have every reason to believe that conditions will improve within the next few weeks. In reply to certain inquiries, we would state, that while work appears sufficient to keep our own members busy, that the demand is not great enough to warrant you fellows from outside coming to Pittsfield, in spite of the rumor that has been circulated, relative to the big high school job needing men. The Berkshire Electric Co. has the situation well in hand, and for the present have all the men they are able to use. So Brothers, do not give up something you already have for something that you are not sure of. Otherwise we would be glad to see you.

Recently our Building Trades Council, with representatives from every craft instituted another branch of the council in our sister city of North Adams; also have the way well paved to institute a council in our Southern Berkshire town of Great Barrington very shortly. As usual, the electrician was right there with the majority of representatives.

An event that will long be remembered by those of you who were present, and one that will go down in history of "Old 284" as a "Red Hot Number," was the recent banquet and entertainment which proved so great a success. Our guests were the inspector of wires; the contractors and a few invited friends, who enjoyed an evening of harmony, hilarity, and good fellowship. For the benefit of you boys who were unable to be with us, we would state that you certainly missed a time of your lives.

Following a splendid banquet of roast turkey and the necessary fixings, the evening was devoted to a program of entertainment, with Albany's one ring circus, imported from across the mountain, with novelty acts and burlesquers.

Music was furnished by Poulin's Symphony Orchestra, under the personal direction of Brother "Dynamite" George Poulin, who also furnished incidental accompaniment for the interpretive dancing of the beauty chorus from Albany. Brother "Al" Nicol, noted for his oratorical powers, and luxuriant head of hair, was master of ceremonies. Much credit is due him for the extremely capable manner in which he officiated as toastmaster at the banquet, and ringmaster during that last wrestling event in the center of the floor.

Brother Sitzman, chairman of the committee, has learned a whole lot about staging banquets that he never knew before. He doesn't mind paying exorbitant transportation charges, but when the refreshments were hid from him, he wanted to fight. But everything is rosy again now. For a little girl has come to call him "papa." We all congratulate you, John.

The boys from Lenox have formed a habit of smelling their cigars before smoking nowadays. Fred Regnier says, "They become so easily tainted, you never can tell where they have been."

Your press secretary has proven to his own satisfaction that it pays to have a flash-

light handy at these "smokers," it throws so much light on things that otherwise would remain unexplained, although he does wear glasses. So take it all in all, Brothers, Old 284 certainly did stage some celebration.

E. C. STONE.

L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

It is with much satisfaction that I note by the reports in the papers that labor has been able, through its efforts, to prevent the seating of Judge Parker upon the Supreme Bench.

The judge has shown by his past record that consciously or unconsciously, he is the willing tool of those employing interests that on account of their rapacity and labor hating complex are among the most prominent of the arch enemies of organized labor. The gentleman may be entirely sincere and consider that he has performed his duty as he sees it by doing as he has done. If so, he sees wrong, and it is right that he should be given a lesson that should indicate to him the desirability of changing his view-point.

Too often have the efforts of organized labor, along this line, proven abortive; and it is very encouraging that labor has been successful in making an example of this man, not only that it may tend to show him the error of his ways, but that it may also act as a deterrent to those who might otherwise follow in his footsteps.

We have had enough of "yellow-dog contracts," "company unions," and other coercive measures that abridge what should be the prerogatives of every American citizen as set forth in the bill of rights.

The bill of rights, I believe, was supposed to safeguard the rights of the minority from the oppression of the majority in the operation of a democratic form of government. At present it fails to protect the personal rights of the majority from the oppression of the governing minority. Democracy is dead!

More and more is power being concentrated and centralized in the federal government; more and more is the idea of the several states becoming a joke and a chimera. With such miscarriages of justice as have come about through the attempted enforcement of the eighteenth amendment, the Mann act and the Baumes law, with the courts recognizing labor unions as the only combinations in restraint of trade that violate the Sherman anti-trust law and those same courts usurping the powers of the other branches of government with their misuse of the injunction, with the legislative arm of the government supinely surrendering its powers and functions to the executive (I refer to the recent tariff legislation), why, if there were such beings as ghosts, the shades of Washington, Jefferson, Payne, Patrick Henry and Lincoln would be haunting the national capitol.

But these are only a sketch. Other indicative and corroborative instances of this tendency could be piled up mountain high to show that the powers of government are being centralized and concentrated into the hands of the few. Why? So that it may the more easily be controlled by the big financial interests? Is our supposedly republican form of government to be replaced with a dictatorship of the money power? In my opinion, the concentration of capital and the concentration of government are no accidental parallels of movement; the one is complimentary and necessary to the other. The worst of it is that it seems impossible to check it. Facts are facts; and it is undoubtedly a fact that centralized government is more economical and efficient. And the American people have been

brought up on and educated in the doctrines of economy and efficiency until to question either is looked upon almost as a sacrilege by most people. They seem unable to realize that economy and efficiency were made for man; not man for economy and efficiency. Loyalty is very praiseworthy, but let us be loyal to human values, loyal to ourselves; rather than to slogans and policies.

Now, just a word about these doctrines of economy and efficiency; what do they amount to?

As to economy, those who preach economy the loudest as a rule don't economize, they don't have to. Ah! But how about efficiency? Well, I might say the same about efficiency, but I have something else to say. Overwhelmingly, the application of the idea of efficiency today is for things rather than for people, i. e., the application is in the interests of property rather than of humanity. True, the principal is used to some extent in human relationships. But, even here, it is not, always, all that could be desired. In some instances it is a ghastly joke. The "United Charities" is a case in point—the very efficiency of the methods employed have eliminated the elements of kindness and sympathy and put the whole thing on a cold blooded business basis. As people become more efficient, they become more like machines; less like human beings.

This is the machine age and it becomes more so day by day. Even the people are becoming mechanized through this propaganda of efficiency that originated with the owning class exhorting the producing class to increase their efficiency to the end that the former might reap the benefit.

Swinburne wrote, "Glory to man in the highest for man is the master of things." I heartily endorse the great poet's sentiment, for I believe man should be the master of things, but I greatly fear that "things will be the master of man" unless this "worship of the golden calf" of property and property rights and their consequent exaltation above humanity and human rights is replaced with a proper sense of human values.

W. WAPLES.

L. U. NO. 314, CAMDEN, N. J.

Editor:

It just seems what we know we read in the WORKER and what we see we see on the job or leaning around the local on lean days.

"The Plague of Unemployment"—well, I take a walk down the main stem and here and there I see a job progressing along with a number of craftsmen, etc. Of course these are not fair jobs and then I wonder if there is any money being made on these jobs, because I have never heard yet one single good reason why a contractor should not use "fair" labor.

Then I think about the business agent as a salesman and I find he is a sort of a lone wolf because if he was selling a product at least ever so often he could sit down with his Brother salesman and go over their proposition and sales talk and then the sales manager would come along with some new ideas because that is what these fellows get paid to do, originate, and if we were to follow out a big sales problem that is universal, we would soon discover that all these men would be working along the same lines.

We haven't any great building boom here. The old wolf had some of his hair sticking through the cracks in the door for a while but I think maybe Brother Tweedie captured the old wolf's partner—Old Man Gloom—and he is afraid to come around.

WM. H. CREELY.

Early copy in July
would be greatly
appreciated.

L. U. NO. 323, WEST PALM BEACH, FLA.

Editor:

To the Membership of the I. B. E. W.—

I am hoping the Editor will give space in the next issue of our JOURNAL to express my views as to the proposed feature of re-drafting our constitution, by the efforts of 11 men, and leaving no further recourse to us after the work is done.

Let me commence by saying, I believe in a democracy all the time, whether it works or not, in preference to an autocracy. I stand aghast at the conceit and effrontery that impels one, especially our new president, to say he approves of a democracy only when it works. And who is to be arbiter as to whether or not it is or has proven successful in the progress of the Brotherhood, the membership at large, or Mr. Broach?

Surely Mr. Broach had knowledge of these momentous questions when he was in attendance at the convention in Miami—surely he had some insight of these impending factors when he was in attendance at the convention in Detroit, and yet I have no information that he even hinted or suggested any such procedure at either convention as he now advocates, and the last convention scarcely more than four months ago.

No one will be more content to admit we have made many mistakes in the past, even under the leadership of such men as McNulty and Noonan, men whom we knew for years, both socially and by the works they did, but I for one, am unalterably opposed to Mr. Broach having the supreme authority of appointment of this committee of 11. I would be opposed to the proposition, even were the 11 men to be elected at large or from a convention floor, unless the prerogative of revision were left in the hands of the Brotherhood.

In the articles appearing in the February issue of the JOURNAL, Mr. Broach makes free use of such terms as guessers, freaks, grouches, etc., naturally we expect to find many kinds of minds in any organization, and I believe I am right in assuming there will never be any concrete method whereby we will be able to rid ourselves of these same mental deficits, but whatever the results may be, if it is to be accomplished by the appointment of a committee of 11 to redraft our constitution, then we as members ought to at least have the right to knowing what these changes are to be.

In another portion of Mr. Broach's article, he makes mention of the fact that certain people who have not been able to make a success of their own affairs are more than willing to give advice to others—even so, is it an essential that one must first have his own interests at heart, that he may make a success of his own things, before he can take an interest in his fellow man?

I don't seem to remember from what slight reading I have done, that Christ did so well for himself, yet he gave some very worthy advice, some in fact, I would take the liberty of suggesting that our president read and take to heart. Did Samuel Gompers make a material success of his own affairs, and yet who will say that he was incapable of giving good advice? Did Frank McNulty do as much for himself, as he did for others? Was the advice of Jim Noonan

to be scorned, simply because he died a poor man, and had devoted his life to unselfish interest in the welfare of his fellow members in the Brotherhood?

There is no argument that will hold that democracies do not make mistakes, but on the whole they live longer and their effects are more lasting than autocracies, and it is my firm conviction, no committee, of whatever nature, should ever be given the power and authority to write a new constitution, and make it final and conclusive, until it has been read, studied carefully, and passed upon, either by referendum or by action at a regular convention.

It may be that I am one of those characterized as being afraid, and controlled by fear, etc., I admit it, to this extent—I am afraid of the evil effects of any movement that tends to retard development we have already made in the affairs of the Brotherhood—I am afraid of the results that are bound to happen to our movement when we are asked to give the power of making our own laws, into the hands of a few personally chosen persons.

There will be plenty of time for Mr. Broach to show his ability, through the regular channels we have proven successful by many years of usage, instead of his asking for this power to be conferred upon himself.

Let me suggest the following: Let the changes that Mr. Broach has in mind be published in the *WORKER*—give us a chance to study them, well and thoroughly, and let them be presented at the next convention.

Hoping the whole matter will die aborning, and that we will never again have the desirability of a democracy questioned, I remain.

FRANK PRICE.

L. U. NO. 329, SHREVEPORT, LA.

Editor:

At the last annual meeting of the Louisiana Federation of Labor, Charles W. Swallow was re-elected president; Cliff Twilley, an employee of the Shreveport Journal and a member of the local Typographical union, was elected one of the state vice presidents, and J. H. Terrell was re-elected secretary-treasurer of the State Federation. All three are Shreveporters and organized labor of Shreveport should be proud of them.

I failed to get a letter in the *JOURNAL* last month as I was called out of town, but will say the local had an open meeting, inviting the non-union electrical workers up to the hall, also the superintendent of the light company, J. M. Hill, Jr.

Brother Robinson, our worthy president, gave a brief history of our Brotherhood and Brother Swallow of the State Federation gave an interesting talk.

Mr. Hill was invited to talk and from his speech we were left with the impression that he was in favor of organized labor. Due to this meeting, we received nine applications from the bunch at the light company. This takes in all the men on the job, except one meter setter and three foremen. With this much gained, perhaps in the future we will do better towards making conditions.

While on my trip to Birmingham, I was pleased to be with Brothers Brown and Baker, of that city; both are real union men. Brother Baker is city electrician and a member of the wireman's local, L. U. No. 136. Brother Brown has charge of the city street signals and is a member of Lineman's Local No. 1144.

Brother Brown tells me that in and around the jurisdiction of Local No. 1144 there are 7,000 electrical workers who

should be in that local, while the local only has a membership of 10 members. And then we say why don't we have better conditions, when this exists in the south!

To keep from paying hall rent, the boys have moved the charter to the store room located in the city hall building, where they hold their meetings, so if any of the boys are going through drop around to see Brother Brown at Fourth Avenue and 19th Street.

We are going along about the same here. A lot of work that should be done while a lay-off of three was handed out the past month. All of the new work out of town is done by L. E. Meyers Construction Company, and no doubt we will all be crowded out here in the future. Enough said!

Brother Hudson arrived back in town, after a journey to the west coast, across to Chicago and Cleveland. He looks fat and well as ever. Must have had good pickings on the trip. Glad to have Johnnie back with us.

The local was in favor of the constitution being revised and I hope we will be better off.

An agreement to unionize the W. K. Henderson Iron Works and Supply Company, one of the largest institutions of its kind in the southwest, has been effected between company officials and members of organized labor. Announcement of the accord was made over radio station KWKH, April 28, by Fred D. Laudemann, vice president of the International Association of Machinists.

Under the terms of the agreement, employees of the company may join the craft organization of their choice, and they will not be discriminated against.

The agreement was signed by Mr. Laudemann, by Charles W. Swallow, president of the Louisiana Federation of Labor, and by Cecil Parker, of the Central Trades and Labor Council, representing organized labor, and by Mr. Henderson and Col. M. L. Mott, of Oklahoma, representing the iron works.

Mr. Laudemann credited Mr. Swallow with bringing about the agreement. I mention all this agreement as most all who have a radio have heard this station time and again. Also about the open shop signs that were on the buildings of the iron works. These signs were taken down and a fire was made of them, so at last the place looks different. Mr. Henderson said these signs would stay up until hell froze over, so we are frozen over in Shreveport now. By request of the representatives of organized labor, several conferences were arranged with the view to ascertaining the true attitude of Mr. Henderson toward organized labor and the possibility of cordial relations. After a general discussion of the past, the following facts were outstanding:

First. No national, international or state representative of organized labor had ever discussed the true principles of organized labor with Mr. Henderson.

Second. The Henderson Iron Works had never been operated under a contract and much of the misunderstanding of the past was due to the lack of definite rules to guide as provided by agreements.

Third. Outside of the works performed by the metal trades, all work done for the iron works during the past 10 years had been done by organized labor, and the cost of such work has been over \$750,000.

With the development of discussion it became apparent that as both sides learned the true position we had much in common, and that by overlooking the question as to who might have been responsible for the misunderstanding of the past, and arranging for definite co-operation in the future, a great good could be accomplished for the

masses of the people who are at present suffering from the centralization and control of the wealth of the nation, which is being developed by the chain store system and industrial mergers. Mr. Henderson will meet any authorized representative of the employees, including their International Officers, and, if desired by a majority of any craft, negotiate an agreement and provide for rates of pay and working conditions not less favorable than those prevailing for the same craft in the immediate vicinity.

To avoid future misunderstanding, it is desired of Mr. Henderson to see his employees properly affiliated with the organization of their craft and agreements established.

We are having considerable rain at this writing. Some of the boys are getting in overtime. Our annual stag picnic has been put off for the future because of the weather conditions.

Marking another milestone in the highway development program of the mid-south, a \$7,000,000 bridge, connecting the states of Mississippi and Louisiana was dedicated and formally opened at Vicksburg, Miss., May 20. More than three miles long and bearing a single track railroad, and an 18-foot concrete highway, the bridge is the connecting link which makes Highway No. 80 a ferry-less route from the Atlantic to the Pacific. It is the farthest south bridge that spans the Mississippi River, the next being at Memphis.

R. C. JOHNSON.

L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

Space in the *WORKER* is always at a premium. For that reason it seems to me that those of us who have little of importance to say should say it in as few words as possible, leaving the rest of the space for the locals who have some particular story to tell.

Work is dead, absolutely the worst we have had it for many years, and it doesn't look any too promising for the coming summer. All the members should reorganize their little affairs in such a way as to be best fitted for the trend to better things when the time comes.

We should be particularly anxious to preserve the morale of the Brotherhood as it is well known that discouraged or discontented members are fertile fields for the sowers of adverse propaganda. All the good things we have ever received, boys, have come to us through the efforts of the local union, so don't let any individual, with an axe to grind or personal ends to meet, convince you that there are other and better ways of improving your economic position than through your local union.

We are coming to a five-day week just as sure as can be and I say this with no antagonism to our friends, the contractors, who will have to arrange for some men to be on hand to handle emergency cases until such time as the 40-hour week is a universal fact.

Unemployment is a world-wide problem today and the country that has the courage to face it squarely first is the one which will reap the greatest benefits.

Our last two meetings have adjourned at 9:30 with only routine matters on the agenda. The two outstanding events of the past month are the formation of an orchestra and male quartet of members who threaten to entertain the rest of us during the off season.

O, woe is me! What have I done? Nuf sed!

FRANK J. SELKE.

L. U. NO. 392, TROY, N. Y.

Editor:

The front cover page of our May issue was in line with my thoughts when I urged licensing the electrical workers. We are now confronted with an economy period, as Mr. Hoover stated in his address before the United States Chamber of Commerce over the radio a few weeks back. The United States Chamber of Commerce are waging a vigorous campaign and this so-called economy plan is reaching the people of the country. Millions who are not interested in their orators and not educated in the language of these philosophers tune them off. But it reaches and is heard by the people for whom it is intended. It comes over the air on their hour every week. And if we don't bide time with them we will be 25 miles behind the procession. We must protect ourselves against the combined efforts of those master minds. It will be only a matter of time when the country will be flooded with systematizers doing the weeding out processes. We must be protected by laws which can be enacted in our state legislatures. If our men are licensed we will have that much protection. The state law would not allow an unlicensed man, a handy man or a botch to do any kind of work that was protected by such a law.

Hope that some of our locals in the state here will see to it to have it talked among the members and also to get acquainted with the State Electrical Association. Join the association, send a delegate to the meetings.

In our last month's issue of the WORKER I noticed that my letter to the WORKER was the only one from New York state. We are blind to the situation as it is and the sooner our eyes are opened the better. Am not talking as one down in the mouth, but do considerable reading as to the conditions as they are. The summer is nigh and will pass quick, then the winter will set in again and we will look back again on the days we can recall but not bring back.

There must be something in the air now about cutting wages as I see from a headline in the paper quoting Henry Ford: "This is no time to lower wages, declares Ford." We must come to our senses and do something for ourselves; nobody will help us. Grasp every situation and profit by it. So I hope to hear some of our other locals. Let us know through the medium of our official Journal how they feel towards licenses for electrical workers.

Since my last letter to the WORKER we were grieved to learn of the death of one of our loyal members, Brother John Holian. A man of quiet disposition and always ready to lend a willing hand. He was greatly admired by his friends and co-workers and we miss him. A large delegation paid their respects to our late Brother and members acted as bearers.

This monthly meeting was largely attended and we had our nomination of officers. Our election is held in June and in my next letter will send the roll of our successful candidates.

Conditions here are not up to the standard. Just small jobs but nothing big. As conditions are throughout the country it seems to keep the brakes on construction. My letter this month may seem kind of dreary but we all hope for better times and we can help some ourselves, so go to it. That will be the day when we can all say: "Happy days are here again," and nobody wishes more for that day than we do here in Troy.

So good luck, boys. Let us hear from some of the Brothers. JNO. J. SHEEHAN.

L. U. NO. 409, WINNIPEG, MAN., CAN.

Editor:

Local No. 409 is making its initial bow in the JOURNAL.

Last May our local came into being with 12 members, it being the consensus of opinion of the Fort Rouge and Transcona shops, that as railway electrical workers we would benefit by getting together separately from the outside crafts, to which we formerly belonged, whose conditions, wages, etc., are on a totally different scale and form a local of our own.

That our opinion was correct is proven by the fact that in one year we are now nearly 99 per cent strong. The balance of 1 per cent represents the few sitting on the fence looking on, and sharing the benefits of our unity.

On June 2, the Eastern Division of the A. F. of L. convention will be held in Winnipeg. The delegates will be here approximately eight days, and we are all looking forward to hear what the boys will have to say.

In my next letter I will be able to give an outline of what transpired.

We extend a cordial invitation to the visitors and hope the weather will settle down for their benefit. Yesterday snow was falling, and today one can go around minus a coat. With the bright weather goes "bright and cheerful" thoughts and this blended into the work of the convention will produce, we hope, "brighter and more cheerful" prospects for the future.

R. J. GANT.

L. U. NO. 429, NASHVILLE, TENN.

Editor:

With all members attending our new howling alley in the Labor Temple we find that a number of the Brothers are high class bowlers. In the last week's work out Brothers Lampley, Hansom and Timothy had an average of 230, while Brothers Travis, Engles and Hinsom served in the bull pen with an average of 100.

We all have what is known as a dangerous friend; keep the fellow who sweetly acquiesces in all your opinions at a safe distance. When you need his support most you will find him on the other side of the fence saying "yes, yes!" to someone whose side it is safe to be on. The mischief wrought by these sweet-lipped chicken-livered apologies for men cannot easily be measured. With honeyed endorsement, pretended sincerity and implied support they provoke conflicts from which they run and hide like a child from an incendiary conflagration.

If you have a conviction as big as a pinhead stand by it. Don't be one of those jibbering idiots who lend their voice to every fool or knave who smites silence into blatancy. One work of honest conviction is worth a whole life-time of agreement with something you do not comprehend or to which you are afraid to give your whole-souled support.

TOM HANSOM.

L. U. NO. 440, RIVERSIDE, CALIF.

Editor:

It has been some time since an article has appeared in the WORKER from this local. We have been reading our WORKER regularly and would sure miss it if for any reason it were to be discontinued. We have hoped we would see more letters in it from other locals regarding changes they would like to see in the constitution.

We have been giving this matter a great deal of thought and at the present have discovered one condition that exists under

the present constitution that is not being tolerated in any other organization or civil government.

Our International Vice Presidents are elected at large and that does not seem quite fair. Who should know better than we of this district who we want for our representative? The same applies to the other districts. We know that at present under the present system there are two or three locals running the convention and doing our electing for us.

In our civil government the cities are divided into districts or wards and each division elects its own assemblyman or representative. Then again the state is divided into sections and each section elects its representative, then the nation is divided into states and each state elects its own governor, but for some unforeseen cause they have seen fit in our own organizations to let a few locals do our electing for us.

This is a matter of vital importance and we would like to see a letter in the WORKER from our worthy president, Mr. Broach, expressing his opinion of this matter.

CHARLES B. FRAKER.

L. U. NO. 456, NEW BRUNSWICK, N. J.

Roll Call of Local Union No. 456 of the I. B. E. W.

Here is the roll call of Local 456:

President Meyer, known as Dick.

Gene Reiley fills the vice's seat;

As finance man Kampf is hard to beat.

Artman on the old typewriter pecks;

Newman is the man who signs the checks.

At meetings Juronics and Schwartz take up the good word,

While from the door Canzonier's soft treble may be heard.

For B. A. we have Martin Flynn—

He hands out the jobs when they do come in.

There's Lee Holiday and Murray, William J.;

They've guided the local for many a day.

From the wilds of Milltown comes Jim Applegate,

Also Orlich and Conover—they're always late.

Steve Groch and Rudy, Brothers two;

A terrible man is Ed. Buckalew.

Schultz, often called Blue Print Joe;

Contier, I'm told, does have the dough.

Tommy Dove and Arthur Magaw,

From South River, famed for no tax law.

Schroder, Weis, Wilhelm, Mike;

Marchitto, Tobin and W. White.

Kenneth Brown, a man who chews;

Harvey Watson with his fat to lose.

Benni, Cheke, and also Roy Nunn;

Louis Mark, whose arguments are never done.

Wasserman, Nagy, Tibor Dee,

Gyramati and Morris, William G.

Roland Van Pelt, better known as Slim;

Mc Seaman and Wines, full of pep and vim.

We have with us the Gillis clan—

Art, Ralph and Jack, and also Dan.

Lefferts and Englehardt, men so tough;

Thompson and Henderson with voices gruff.

Gaertner, J. Martin, Miller, Lou;

Ryerson, Hummel, and Freeman Rue.

Jack Mooney, the answer to a maiden's prayer;

Van Thun and Fesler are surely there.

Murphy; Lally, Silvius, Ken;

Robinson, Ed. Martin—all good men.

Reisert and Kovacs from the sticks;

Inzett, Roy Baker, and other hicks.

Freddie Eicke with his school girl complexion;

Joe Frank and Heilberger are no exception.

Harrison, Mearing, Chelly, Fred—

He'd pull a wise crack no matter how dead.

Wehrle, Page, and young Charles Hardy;

Keller, a feller who's never tardy.
That's all there is, there is no more;
But might add some words you've heard
before:
Back up the man you've put in the chair,
Attend the meetings, do your share.—
ALFRED E. ARTMAN.

L. U. NO. 492, MONTREAL, CAN.

Editor:

Confirming our letter last month in the WORKER we are pleased to report we have signed an agreement with the Montreal Light, Heat and Power Consolidated for a six-day week for switchboard operators and assistants, commencing September 1, with a grading of stations as regards rates per hour as follows:

Station	Hourly Rate	
	Operators	Assistants
Atwater	\$.77	\$.65
Central .....	.77	.65
Vallee .....	.77	.65
Cote St. Paul .....	.75	.63
Beaumont .....	.75	.63
Mentana .....	.75	.63
Lasalle .....	.75	.63
Shawinigan .....	.75	.63
Terminal .....	.75	.63
Cartierville .....	.70	---
Cote de Neiges .....	.70	.58
Workman .....	.70	---

For construction men, 75 cents for first class and 70 cents for second class.

Any operators reading this letter who are now working on a six-day basis, are invited to write to us here in Montreal and let us know how they work their schedule. Address communications to the writer at 3 Clanranald Avenue, Montreal, as we want to have a schedule which will be fair to all employees and not be too hard on the man who is relieving the others. The plans we have looked at are unapplicable to our conditions.

We have 12 stations with two men on each eight-hour shift, the operators changing shifts one Saturday night and assistants the next Saturday night, the shifts rotating forwards, the day shift this two weeks, taking the afternoon shift the following two weeks. It is expected there will be six spare or relief operators and six spare or relief assistants, or, in other words, one relief operator for each two stations and one relief assistant for each two stations. The problem resolves itself to this: What is the best plan for this relief operator—to relieve the other six operators in the two stations, who are each working a different shift each day, and who change those shifts every two weeks and yet get his own day off each week?

The plan must be fair to each man and as I have said before, be as convenient as possible to the relief.

In an organization so widely spread over the continent as ours it is quite possible a similar condition exists and a solution been found. If so, be good enough to let us have a copy of it.

We have devised several plans of our own, each having advantages and disadvantages and before coming to a final result we feel we should ask the other locals if they have a similar case and how they have met it.

This appeal in the JOURNAL shows the possibilities the organization has in helping solve the problems which arise in different locals which may be situated 1,000 miles apart. One local passing on through the JOURNAL the benefits of its experience to other locals who may just at that moment stand in need of that particular information.

H. M. NEVISON.

**Early copy in July
would be greatly
appreciated.**

L. U. NO. 497, WENATCHEE, WASH.

Editor:

I was press secretary for Local No. 530, Rochester, Minn., until recently. I suppose that some of you old buddies will wonder just what kind of a grudge Local No. 497 has against the Brotherhood. For you will no doubt arrive at that conclusion when you finish reading this article.

At our last regular meeting I was rather curious in regards to the reason why the Brothers didn't have a local press secretary. Now I proceeded to tell them why we shouldn't neglect availing ourselves of such an important official. I rather overstressed the importance of the good that could be done by one, I guess, for I got the job.

Wenatchee is, as some of you Brothers know, situated in the foothills of the Cascade Mountains, located in the beautiful Wenatchee Valley and overlooking the mighty Columbia River. It is a thriving young city of approximately 11,000 population and is famed for its delicious apples. It is a haven to any one who craves the tang of the mountain air, which is so invigorating, as it comes to you from the higher mountain peaks which are still cloaked in winter's snow and laden with the scent of virgin pine.

The scenery is of such a wide variety that it affords one an inexhaustible diversity when he is seeking outdoor recreation, anything from mountain lakes, where there is trout in abundance, to desert sands, where it is so dry that the jack rabbits all carry canteens.

The Columbia River is fed from Okanagan Lake and its many tributaries. It has run for countless ages unobstructed, its energy never being used for anything other than a means of transportation for the steamboats which plied their course in bygone days. And with the coming of the railroad this mighty river has remained dormant ever since.

And now, after all of these years, its energy is to be harnessed. The Puget Sound Power and Light Company let a contract last year for the development of a huge hydro-electric power dam. The Stone & Webster Engineering Company, Inc., are the contractors.

Work on the preliminary construction started last winter. However, work was suspended recently until next fall on account of high water and the greater part of their crew was laid off owing to inadequate construction to warrant retaining them throughout the summer.

And for the benefit of Brothers who have been writing for information in regard to work and the conditions in general in Wenatchee and vicinity I will say this:

It is the same this year as it has been in the past. There are a good many Brothers on the move and I believe I will be safe in saying that we have received our share of travelers. It is virtually an impossibility to keep a job like the Rock Island Dam from becoming nationally advertised. And it is on account of this dam that the larger number of these Brothers have come here.

The contractors are absolutely unfair to organized labor on this job and they have expressed their intentions of remaining so.

The same outfit built the Cascade Tunnel for the Great Northern and it was a scab job from start to finish. We were in hopes of turning this job fair, but our hopes are very vague at present of ever being able to do so.

At present the town is overrun with idle men. Electricians are not working steady and there are more carpenters than there is work to do. It is publicity that is overrunning the town with idle men and it is the same where there is any large job going on. You can't stop them.

We can't hang a quarantine sign on ourselves here. For in reality we are not confronted with a contagious disease, but the curbstoning fever has sprung up here seemingly from nowhere, and they have infested the town just like a bunch of rats did our old barn back home. Now a person can get a poison that will help you get rid of a rat. For instance, "Rough on Rats." Maybe that rough part would work pretty good on curbstoners, too.

According to reports they have put a bounty on rats down in old Mexico (of course they are a different kind of a rat from those that are polluting our neighborhood). But if they ever put a bounty on rats here I— Well, I am afraid that I might accidentally bring in the wrong kind of ears.

It is not a very pleasant feeling to have an out-of-town concern come in and "cop" the cream of the jobs such as just happened here this spring. We have seen two of the largest jobs in town go to out-of-town contractors.

These two jobs are both large apartment houses. The electrical figures on these ran up into thousands of dollars and from what I can get in the way of information one of these jobs went to a contractor from Bellingham by the name of Martin; the other one went to Nepage Mac-kinney, Seattle manufacturers and contractors.

This Nepage Mac-kinney job was hundreds of dollars under the local contractors' bids. A local concern can not buy materials and install them on a job at any less than this job was let for. A contractor who cannot realize a legitimate profit from a contract is far better off by putting his money in the bank. He can at least derive a certain amount of interest from it. They can not bid against a concern that manufactures and installs their own products.

The above gives you a fair-sized idea of the conditions in our locality. It is especially for those who have been writing us for information of this kind, and to those who are contemplating coming here that I am writing this.

We are not inviting you here, neither are we telling you to stay away. You are to use your own good judgment as to what you do, and if you see fit to visit our fair city drop around and pay us a call. I can assure you a hearty welcome. Our meeting nights are on the second and fourth Wednesdays of each month, at the Labor Temple on North Wenatchee Avenue.

Now for a bit of local color, and the present topic of the day—Wenatchee's eleventh annual apple blossom festival, which was held here May 8, 9 and 10. Saturday's parade was viewed by approximately 25,000 people. They came from all the surrounding towns to view one of the most colorful parades that the valley ever held.

The parade, from start to finish, would consume too much space to picture here. I will endeavor to give you an idea, though, of its size and what it was composed of.

There were 15 bands and drum corps, 85 floats, two troupes of Boy Scouts, the Camp Fire Girls, clowns and merry makers.

The little tots with their doll carriages were, I believe, one of the most colorful sections of the parade. It took the parade 55 minutes to pass a given point.

A large carnival with its many different concessions was here to offer its amusements to those who cater to such means of recreation. A large tent theatre with a large troupe of talented actors, offered a nice number of diversified programs to those who cared to attend. Then there was the pageant which was sponsored by the Hitt Fireworks Company. And the Fanchon & Marco revue, assisted by nearly 300 local performers, in a play, "The Fire God," which was considered the most outstanding as well as colorful of the entertainments.

We have taken up our work again with more vim, vigor and vitality than that which was displayed before. It pays to stop and play once in a while. It is in reality taking a new lease on life. If any one should ask me what my conception of a real job is I would tell 'em this: to hire out to some rich man at the rate of \$50 per day and all expenses paid, with nothing to do except doing his hunting and fishing for him.

I am for the I. B. E. W. until grasshoppers start wearing stilts.

H. J. WELCH.

L. U. NO. 535, EVANSVILLE, IND.

Editor:

Twelve electrical contractors have signed our working agreement for 1930 for \$1.37½ an hour, and five days a week. We have only one big electrical shop scab here. The rest of the scabs are curb-stone contractors. Some of these are past members of the union. There are two of these scabs that we wish to call your attention to. They made a remark recently that they were in good standing with the International Office and that they could prove it, for they got the WORKER every month. Their names are A. C. Peak and C. J. Lord. We wish the International would check up on these two

rats and if by chance they are getting the WORKER, please stop sending it to them.

Well, Brothers, I guess conditions over the country are about like they are here. Damn good, but no work. We wish to notify any Brother who is thinking of coming down to this neck of the woods for a few days work that we cannot help you any. But we will welcome any Brother with a good card, to pay us a visit at any time.

Mr. Editor we are sending you a picture of one of our new sky-scrapers in Evansville, and a group picture of the pipe benders that installed the insulation of the lighting and power system in this small town sky-scraper. The Swanson-Nunn Electric Company have the contract for the electric work. We would appreciate very much if you would run them in one of the issues of the WORKER if you can find room for them. The men on the group are as follows:

No. 1 is our worthy president, Brother Roy C. Judd; No. 2, our unworthy business manager, Brother H. L. Messex; No. 3 is our worthy treasurer, Brother Chris Klusmeier; No. 4, Brother Buck Page, the inventor. Brother Page says he has something up his sleeve in regards to a patent for a Neon sign. We wish him luck. No. 5, the little short fellow, better known as "half pint" is Brother Robert Brown, one of our high class helpers; No. 6 is one of our worthy trustees, Brother Russell Medcalf. Brother Medcalf does not say much, but means what he says; No. 7 is Brother Clay Harris, also a high class helper. And I guess he is, at that he has a new baby girl at his house. No. 8 is our worthy vice president, Brother Guy Vaughan. He is the boss on the job. No. 9 is Bill Powell. He is not a member of our union, but his heart is with us. No. 10 is Brother Dorris Vaughan, another high class helper and is a son of Brother Guy Vaughn. This is a 100 per cent union job. The Evansville Morris Plan Building. Several other members of the union worked on the job at various times, but were not lucky enough to get their pictures taken.

H. L. M.

L. U. NO. 545, ST. JOSEPH, MO.

Editor:

Our city election has come and gone. We followed the advice of those higher up and affiliated with the Non-partisan Political League. The candidate we chose for mayor was a man who had been affiliated with organized labor for years and had been a card man for years. He pledged his support to organized labor and promised to be true and loyal.

St. Joseph is a Democratic town. Our candidate ran on

the Republican ticket, but was elected by a large or rather fair majority, showing that labor supported him.

You will notice that I referred to him as a card man. I hope I am never guilty of calling him a union man.

After he was duly elected and seated one of his first acts was to oust our union electrical inspector, who had held the position for six years, a man who had filled the office with honor to himself and credit to the city.

In his place he appointed a fellow who has never worked at the electrical trade with the tools, to my knowledge or any one that I can find. He is not even a card man nor has he the interest of organized labor at heart.

When our committee called upon the mayor to protest this outrage he politely informed them that he would resign as mayor before he would withdraw this man's name from his list of appointments.

Mayor Schuder, your name and acts have sunk deep in the hearts of every member of L. U. No. 545, and will be remembered very well two years hence.

As the school ma'ams say, that's that.

Our contract committee has succeeded in signing a two-year contract with the shops. The best of harmony has always existed between the contractors and L. U. No. 545, and at no time have they shown a desire to dispense with the service of this organization. May these friendly relations continue indefinitely, for that is the reward of long and continued faithful services.

We have been meeting every Thursday night, but at the last regular meeting we decided, after much balloon inflation, that we could transact all our business through the summer months by only meeting twice a month, so from now on it is the first and third Thursday. The craft will please take due notice and govern themselves accordingly.

May 8, St. Joseph suffered a very disastrous explosion, at 3:15 p. m. Without an instant's notice the five-story smoke house and sausage rooms of Armour & Co. exploded, sending the roof some 50 feet in the air, then all the five floors and brick walls fell in a crumpled mass of brick and joists, killing 19 and six are still in the hospital. The low loss of life was due to the fact that the day shift had just left the building.

The general consensus of opinion is that the handling of natural gas by cheap and incompetent workmen was responsible for the catastrophe.

Five or six of our good Brothers have picked up the little green slips and hid themselves off to what to them seemed greener fields. We all wish them the best of luck, although we miss them. Work is not plentiful around here, but we are all getting in



MORRIS PLAN BANK, EVANSVILLE. CONTRACTOR, SWANSON-MUNN. UNION BUILT



THIS CREW DID IT

fair time, and if the rumor of coming industries materialize, we will be sitting on the moon, so to speak.

E. R. SAXER.

L. U. NO. 586, OTTAWA AND HULL, CAN.

Editor:

The old saying is, In spring a young man's fancy turns to love.

But with electrical workers of Local No. 586, our thoughts turn to the value of our local to each member.

The Chateau Laurier Hotel, which no doubt is the finest hotel building in Canada, is just about complete.

The electrical work was done by Canadian Comstock Co., with Mr. C. O. Geese as superintendent. It was a 100 per cent union job. The Confederation Building is another 100 per cent union job.

These jobs took care of our members during the long, lean winter months. Now we have the C. P. R. Hotel at Montebelle, Que., which just started in right time to take care of members who were laid off of other jobs.

So our members have been lucky to have a card as a lot of the so-called non-card men in the local electrical shops, who for some reason or other won't join up with us, have had a pretty tough winter as the shops always have their slack every winter. And when this slack time comes these men who get 60c to 75c an hour cannot work on big jobs as they have no card. If they could only see the benefit of holding a union card.

I would ask our members to pass their JOURNAL on to some non-card men and let them read some of the letters and also mine. Maybe they would see things in the right way and join us, as we all are after the same thing. Why not go on together? Our members all seemed pleased to vote for the change in the constitution as suggested by our President Broach.

Brothers, if you have any suggestions to make as how to get some of the boys to attend the meetings regularly, I'd be glad to hear them. Some of the boys are there every meeting, some even making a trip of 50 miles to attend, only to find the same old faces that are there regularly and these are few.

Boys, we have got to attend the meetings if we want to improve our local.

H. SCHILLING.

L. U. NO. 595, OAKLAND, CALIF.

Editor:

Since my last articles, working conditions have not improved in the least. A short time back the Chamber of Commerce gave what they called a 44 million dollar lunch as a booster for the great building program in the East Bay region. That program is just a lot of paper talk. The only part at the present time that is off of paper are the buildings at U. C. and except for a very few workmen still on the job they are about completed with one exception which is the new power house.

I don't know whether it will be let by contract or will be done by our boys under F. O. Lee, who has charge of the electrical department at the University of California. F. O. Lee and all of his men are members of Local No. 595.

Some of our boys are taking little flyers out of town for short stays when the chance presents itself. I took one the latter part of April myself and landed in Carmel, the home of artists, and it sure is some place, about 9/10 of the residents are artists, or if you stay there long enough they will make one of you. But for all of that it is sure

a fine little town and we were sure treated fine while there, both by the boys in Carmel and those in Monterey under whose jurisdiction we were working.

As we hold our election the last of this month and as the saying goes, it won't be long now, I certainly hope we can elect as congenial a set of officers for the coming term as we have had in the past.

Local No. 595 is still working to organize the workers of the East Bay and we are taking in a new member now and then.

As a local scribe (and a poor one at that) I am very sorry to see the lack of interest taken by the greater number of locals in the correspondence. Brothers, this costs you nothing and it is the best way in the world to let the membership in general know what your conditions are.

E. B. ESHLEMAN.

L. U. NO. 602, AMARILLO, TEX.

Editor:

We have several traveling Brothers with us now, some working at the power plant, and others waiting to go to work. It is probable, however, that there will be only a few more go to work out there.

This job was signed up through one of our local contractors, and we are looking forward to making this job a milestone for the organization.

I am sending pictures of the new Santa Fe General Office Building, wired by men of this local, manned by Brother J. C. Darwin. This local looks to this job as a lasting statue of workmanship and already this job has been the cause of our getting some other good work in this territory.

I'll sign off, hoping to see this in print.

(SHOTGUN) MCCONNELL.



HANDSOME NEW SANTE FE BUILDING IN AMARILLO. UNION WIRED

L. U. NO. 640, PHOENIX, ARIZ.

Editor:

This month finds us with International Representative L. C. Grasser out of our midst. Brother Grasser was pensioned for life at half pay. Brother Grasser's hard work and his determination to boost the I. B. of E. W. to the front will not be forgotten.

Local No. 640 boys have just completed the electrical work on the power unit here.

Our hard-working business agent, F. W. McCabe, is keeping the majority of the boys off the bricks.

The union labor committee of the Central Labor Council is doing its stuff. It seems that a lot of our good union men have to be urged daily to demand the union label.

It seems queer to me—there are all kinds of endurance contests in our country. We have flagpole sitters, channel swimmers, coffee drinkers and numerous others and a great many of us admire these strong-hearted people. It seems that we should be able to have a union label contest and lay off of scab-made products for a while. Of course not any of us would get into the movies over it or anything like that but it would help to relieve mental and body strains for thousands of us.

If any one asks you whether or not you are a union man first think of your hat, shoes and the rest of your wearing apparel and if it is what it should be say "yes."

L. R. POPE.

L. U. NO. 704, DUBUQUE, IOWA

Editor:

After almost four months of arguing back and forth Local No. 704 has finally received its signed agreement from the contractors. In fact this accomplished feat was so hard

to gain that we had to call upon the International Office for assistance. Their co-operation was prompt and efficient in the form of Brother Hugh S. O'Neill, International Representative. Local No. 704 is loud in its praise for Brother O'Neill, a man who knows his duties and is not afraid to do them. A man who does not sit in his hotel room and direct the work of the committee, but one who goes with them and fights their fights with them, an orator and a gentleman, an untiring, unselfish worker for labor's interests. He was present at a meeting of our Trades and Labor Congress called for the purpose of organizing a Building Trades Council and it was largely due to his efforts, his full and complete knowledge of labor problems, and his convincing and forceful speaking that this was finally accomplished, and every local of all the building trades in the city extends their thanks to him.

We further wish to thank the International Office and assure them that we are satisfied with their co-operation. We also wish to express our good will to Brother Broach, and are glad of his recent promotions. Years ago Brother Broach settled a wage dispute for us, and we know just what kind of material he is made of. He certainly has the hearty endorsement of Local No. 704 to a man. In conclusion Local 704 (and especially the writer) wishes to send its regards to Brother Bill Sloan, of Local No. 134.

GUS ZOLLER.

L. U. NO. 734, NORFOLK, VA.

Editor:

The thirty-fifth annual convention of the Virginia Federation of Labor opened at Petersburg, on Monday, May 19, with 154 delegates present, 10 of whom are members of L. U. No. 734. Our financial secretary,

J. Fred Cherry, was unanimously elected president.

The convention was welcomed by Dan S. Hollenga, business manager of the Petersburg Chamber of Commerce, who also acted as toastmaster at the banquet tendered the delegates and their ladies that night.

On Monday afternoon we were taken on a sight-seeing trip to points of interest in the vicinity and were conducted through the plant of the Hopewell China Company in Hopewell, by Brother James M. Gilgallon, president of the Pottery Workers' Union there.

This company makes a good grade of semi-porcelain table china under the trade-mark "Ostrow," every operation is handwork and with the exception of the helpers, every employee belongs to the union.

At the banquet Monday night we heard speakers who have proven themselves to be friends of labor. Among them were Governor John Garland Pollard; United States Congressman P. H. Drewry; State Senator T. H. Gillam, and J. Sinclair Brown, speaker of the Virginia House of Delegates.

Everybody had a good time. I think we accomplished some good and it was brought home to us more forcibly than ever that one of the most urgent needs of organized labor is fewer and better orators. Another thing we need is a miracle.

The Jones-Gibson bill which provides that four hours work shall constitute a full day for civil service employees on Saturdays throughout the year, has passed the Senate, but is meeting with serious opposition in the House of Representatives.

The Representative from this district is doing everything possible for us, but several with whom we are not in contact, are making the passage of the bill very doubtful.

This bill directly affects only civil service



BOYS OF L. U. NO. 640, WHO DID THE IMPORTANT WORK ON STEAM ELECTRIC PLANT, PHOENIX

Standing, from left to right: C. C. Huskison, material clerk; Frank Huskison, foreman, Electrical Department; F. W. McCabe, business agent L. U. No. 640; D. E. York, material room; Brother E. D. Wilson, cable splicer; Brother C. B. McAlister, F. J. Welborn, L. R. Pope, H. S. Smith, George Brady, F. B. Schultz, F. E. Johnson, Charles Ernst, George Roberson, Robert Johnson, P. J. Tierney, F. C. Schneider, Joseph M. Reichlin and International Representative Brother L. C. Grasser. Kneeling, from left to right: J. W. Kindred, Robert O'Brien, E. R. Turley, R. O. Lynn, George Canady, C. W. Holmes, L. R. Hubbard, D. G. Green, M. L. Carr, Thomas Wilkins, C. R. Kearly, Arthur Bollman, W. O. Neuman and Carl McLaughlin.

employees, but not much imagination is required to see that indirectly it vitally concerns every working man and woman in the country.

Were the civil service employees in a position of reciprocity with all the representatives or should workers throughout the country recognize the importance of, and desire the passage of this bill and so inform their respective Representatives, then the opposition to this bill would be greatly lessened.

Are you with us?

Let's go!

SAUVAN.

**Early copy in July
would be greatly
appreciated.**

L. U. NO. 912, COLLINWOOD, OHIO

Editor:

This is Local No. 912, second largest local in the jurisdiction of System Council No. 7, New York Central and allied lines. Brother Fee, of L. U. No. 817, New York, take notice. My local sends its best to yours.

Having just returned from the eighth biennial convention of N. Y. C. System Federation I am still full of Wim, Wigor and Windsor. I wish to thank Vice President C. J. McGlogan for the interest and assistance given the delegates in their efforts to revise the by-laws and settle the various differences that arose. No, we haven't forgotten Brother Slattry either. Here's how, "Slatts."

The watchword is still "Organize" and we certainly need to do lots of it on the New York Central. Tell that bird next to you, without a button, to get his foot off the brakes and pay his freight like a man. They have a flock of excuses for not belonging but never refuse the raise after you dig down into your pocket and pay your share and theirs also.

BILL BLAKE.

L. U. NO. 940, RUSSELL, KY.

Editor:

Local No. 940 was organized April 15 with 28 charter members, to have jurisdiction over the Chesapeake & Ohio Railroad at Russell, Ky., and vicinity. This includes particularly the old shop, locomotive enginehouse and repair shop in Russell, and the new shop, an up-to-date car repair shop outside of Russell.

The new shop, which has just been put in operation recently, will turn out about 40 heavy or 60 light repair cars per day. At present the output is 10 heavy and 30 light repairs per day. The electrical equipment is of the latest type to be used in this kind of a plant with electrically operated doors, electric unit and rivet heaters and electric welding machines. There are nine traveling cranes, seven 15-ton, one 10-ton and one five-ton. There are over 300 motors of various sizes totaling about 8,000 horsepower, with the average consumption of power being about 10,000 K. W. per day. In addition to the above there are a number of battery-operated portable cranes and trucks used for handling material.

The electrical construction work on this plant was 100 per cent union under Local No. 317, of Huntington, W. Va. We hope by the time this appears in the JOURNAL we can say that it is 100 per cent operated

and maintained by members of Local No. 940. At the present time there are 19 men employed at our various classifications of work, 14 of them being members of Local No. 940.

The old shop is 100 per cent organized in our classifications with 16 members.

The following officers were installed at our meeting May 1: R. R. Calloway, president; C. C. Kearney, vice president; Shirley Neal, recording secretary; C. C. Roby, financial secretary; J. E. Adams, treasurer; E. G. Martin, foreman; E. L. Killin and Charles Ross, inspectors; W. P. Jones, H. C. Jones and W. P. Will, Jr., trustees.

Regular meetings of Local No. 940 will be held at the Y. M. C. A. Annex, Russell, on the second and fourth Thursdays of each month. We appreciated the visit of Brothers Frank Smallwood, president, and W. J. Bond, financial secretary of Local No. 549, at both of our meetings and hope they will come back.

If all of our members would follow the example of Brother White we could give our financial secretary a furlough for 11 months. Yes! He paid a year in advance. He is scheduled for a lecture at one of our future meetings on the subject of "How to get that much money at one time working for a railroad."

C. C. KEARNEY.

L. U. 1144, BIRMINGHAM, ALA.

Editor:

Conditions in and around Birmingham are just about the same. The American Federation of Labor has an organizing campaign in Birmingham district and we hope its results will be great, for we sure need organizing in our southland. Brother R. C. Grant, from our Local Union No. 1144, has been appointed state organizer for the state of Alabama by the American Federation of Labor, for which we are very proud.

We have a union label campaign on here and each local has been requested to urge each and every member to demand the label. I wish every Brother was like Brother Bert Brown (known as "Old Bert") and Brother R. C. Grant, who is a perfect example for any union man. Anywhere you address them they can show the label on any article on their person. Be true to your union and your obligation and demand the label; every label purchased means more work for the union man. Will write again some time.

C. D. BRYAN.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NO. 84-613, ATLANTA, GA.

Editor:

Being too late with my efforts for the last JOURNAL, I am hoping this will arrive in time.

So many pleasant things have happened in our auxiliary since we were last quoted it's hard to remember it all now.

We have as our very efficient president Mrs. Bruce Stroud. Under her conscientious, sisterly help we have been doing some good work, as well as having some wonderful times.

Mrs. Stroud entertained the auxiliary and their husbands with a lovely Hallowe'en party. She was ably assisted by the Electrical Workers Quartet from Locals Nos. 84 and 613. How that quartet can sing!

We also held our annual oyster supper in March. We realized a tidy sum from this, even more than we made last year, this despite the fact that many men of both locals were unemployed.

We have held a number of socials and

showers for different members. Two recent ones were those at the homes of Mrs. T. Langley and Mrs. E. Boone.

We are very glad to have several of our members back who accompanied their husbands out of town to work.

At present we are conducting a membership drive. We are having success and much fun.

In my last contribution which arrived too late I told "A Worker's Wife" this auxiliary is composed of wives, mothers and sisters of members of Locals Nos. 84 and 613. We of Local No. 613 don't want to be left out when she passes around such lovely compliments as she did in the April JOURNAL.

During the summer if any of the auxiliary members of other cities pass through Atlanta we would be very glad to meet them, also have them visit our meetings.

Our members have read President Broach's talks in the JOURNAL and heartily agree with him in all we understand. For many of us a better understanding of organized labor, its aims and rights is one of the things acquired since joining the auxiliary. It is creating a desire for information along lines women, heretofore, were all too ready to leave to the men.

Another thing we all did—we registered, and for many it will be the first time they ever voted.

Well, Jacksonville, of the May issue of the JOURNAL, how is this?

MRS. CHARLIE BOONE,
369 Ashby Street S. W.

WOMEN'S AUXILIARY L. U. NO. 108, TAMPA, FLA.

Editor:

Three cheers for St. Petersburg, for they have organized at last. St. Petersburg members from Local No. 308 and ladies visited us at our last meeting in May and since that time have organized. I hope we gave them the encouragement that they needed. Congratulations, St. Pete, and sisters. Don't forget your press secretary.

We are invited to visit them at their next meeting, so hope to be able to tell you more next time.

We are planning to entertain Mrs. Viola Nicard, of Miami, May 28. Mrs. Nicard was chosen as second vice president of the State Federation of Labor at their last convention held in Miami last month. She is a member of the Union Label League of Miami. I hope we have a good crowd to hear her speak, for I am sure that everyone who hears her will benefit by it.

We gave a benefit bunco party May 16. Eight tables of bunco were played. Mrs. C. Reynolds and Mr. William Angle won high score and Mrs. D. E. Morton and Mr. J. E. Bentley won consolation prize.

We were glad to hear from Mrs. Winters in Atlanta; enjoyed her letter very much. We would like to hear from more of the auxiliaries.

Business is bad but we keep struggling on. Local No. 108 took in five or six new members at their last meeting and here's hoping that we see their wives out to our meeting soon.

Congratulations to Mrs. Hemphill in Jacksonville, Fla., on her letter in the May issue of the JOURNAL; enjoyed it very much. I am glad that you were able to have a committee visit the Central Trades meeting and stress the point that they need more auxiliaries.

I hear that the bricklayers in Tampa are organizing an auxiliary. Hurrah for the bricklayers. That makes four Tampa auxiliaries of organized labor.

MRS. L. T. PAYNE.

WOMEN'S AUXILIARY L. U. NO. 177-862, JACKSONVILLE, FLA.

Editor:

Well, here we are again, but our letter will be short. Everything's going fine and we've had some grand old time this month.

We celebrated our first anniversary at our meeting in May and had a very pleasing surprise. Mrs. Calston brought a great big chocolate cake topped with one candle and a freezer of homemade ice cream. There's no need for me to say that she was welcome.

The auxiliary honored one of Local No. 177's members whose card reached its thirtieth birthday May 19 with a chicken dinner, followed by a dance given at the beautiful river front home of Mr. and Mrs. M. G. Griffin. About 80 guests enjoyed the evening.

We were so glad to receive Mrs. Bruggers, of New York's letter; also Mrs. Payne's of Tampa. We are always glad to hear from any of you.

The auxiliary sends congratulations to St. Petersburg, recently organized auxiliary. We wish you every success.

Would be glad to hear from Mrs. J. M. Eaton, letting us know where and how they are.

Here's hoping to see more letters in the JOURNAL, and you'll hear from us again soon.

MRS. R. FLEMING HEMPHILL,
153 East 18th Street.

WOMEN'S AUXILIARY L. U. NO. 508, SAVANNAH, GA.

Editor:

The women of Savannah have formed an auxiliary of Local Union No. 508. We had our first meeting on April 17 and the following officers were elected:

President, Mrs. Henry Tolle; vice president, Mrs. Sidney Morgan; secretary, Mrs. Clifford See; corresponding secretary, Mrs. Leslie Johnson; treasurer, Mrs. Arthur Dutton; conductor, Mrs. Tom Hardy; warden, Mrs. George Robbins; chaplain, Mrs. M. Benton; social committee chairman, Mrs. Sam Sullivan; visiting committee chairman, Mrs. S. Love.

Each member is very much interested in the auxiliary, and here is hoping we make a success of it. We are glad to let you know that Savannah is on the map and will let you hear from us again.

MRS. LESLIE JOHNSON.

Earth Electricity May Explain Sleep

Observations which may supply a clue to the mysterious cause of the day and night rhythms known to exist in plants and animals, many of which rhythms persist even when the creatures concerned are placed in dark rooms away from every indication of daylight or darkness, are reported by Professor Fernando Sanford, of Stanford University, Calif., in the latest bulletin of his Terrestrial Electric Observatory.

Twice a day, Professor Sanford discovers, electrically insulated objects near the earth's surface change electric voltage by an amount equivalent to about 200 volts. During the day such insulated bodies are electrically positive; during the night they are negative. Delicate electric instruments set up to test these effects showed an electro-positive repulsion between loose insulated objects in the daytime and a similar but electro-negative repulsion at night. Both plant and animal bodies probably contain, physiologists believe, structures more or less perfectly insulated electrically. It is not unreasonable to imagine that these

structures may be sensitive to the daily electric changes which Professor Sanford has discovered, so that some animals might continue to take their nightly sleep and some plants to close their leaves as they do in darkness, even when kept in continuous light. Similar unconscious effects of this daily reversal of electric charge are perhaps responsible for the fact that most human beings sleep more soundly at night than in the daytime, even when noise and light are excluded.

The daily variations of electric charge are caused, Professor Sanford believes, by interaction between vast electric charges

on the sun and the earth, the effect of the sun's charge being to repel the negative electricity of the earth so that the planet's sunlit side becomes relatively positive while the dark side is relatively negative.

We are foolish, and without excuse foolish, in speaking of the superiority of one sex to the other, as if they could be compared in similar things! Each has what the other has not; each completes the other; they are in nothing alike; and the happiness and perfection of both depend on each asking and receiving from the other what the other only can give.—JOHN RUSKIN.

Don't Kill Yourself— double your cutting power Use MASTER PLIERS

COMPOUND leverage in the head—
get the idea—double crow-bar
action—makes 50 per cent easier
cutting—helps you thru tough cuts—
and goes easier on your wrist.

Compound leverage multiplies your power. You can do work with a pair of Masters that will stall the best lap-joint plier.

Masters are a power increasing tool made into the form of pliers. On electrical work it is just common sense to use Masters, for a Master, size by size will let you do work you never could do with the old style.

Not only power increasing but real pliers—Vanadium steel jaws for keen non-chip cutters; carbon steel handles for toughness and strength—backed by a square shooting GUARANTEE.

Get a pair of Masters in your grip—they fit better—balance right—easier on your wrists. Eleven other bang-up reasons why Masters are better. You ought to know about them—and don't forget we have a special trial offer to electrical workers, but give your local number to qualify. Fill out the coupon now or you may forget and lose this chance.



MASTER PLIER CORP., Forest Park, Ill.

TELL ME ABOUT TRIAL OFFER

E W 6

Name

Local No.

Street

Town

State

SING A SONG OF BLACKBIRDS

Four little blackbirds
Sitting in a tree;
One bought a roadster,
Then there were three.

Three little blackbirds
Going thru the Zoo;
One "sassed" a
lion,
Then there were
two.

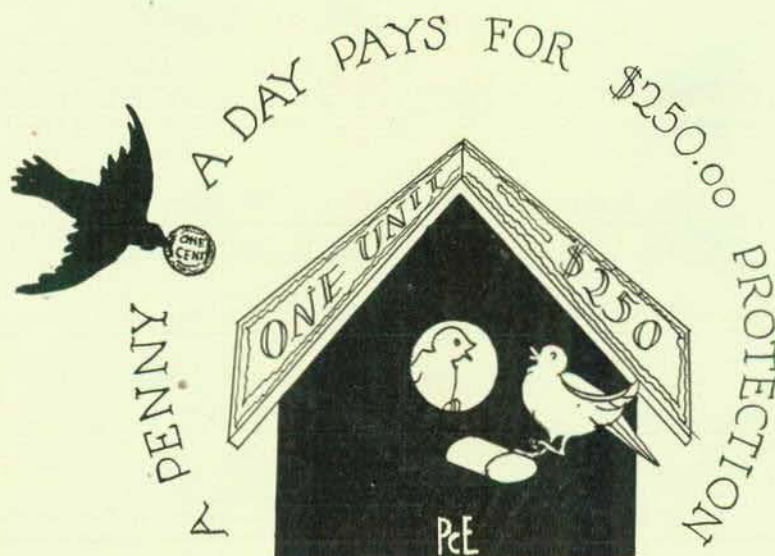


Two little black-
birds
Looking for
some fun;

One grabbed a live wire,
Then there was one.



One little blackbird
Trying to loop-the-loop;
Too bad he missed insuring
In the FAMILY GROUP.



DON'T FOLLOW THE BLACKBIRD. WATCH FOR THE BLUEBIRD, THE BIRD OF GOOD OMEN, AND PUT A LITTLE SALT ON HIS TAIL BY SENDING IN THE COMPLETED APPLICATION ON THE NEXT PAGE.

APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

Cut Here

UNION COOPERATIVE INSURANCE ASSOCIATION,

Washington, D. C.

I certify that I am the of a member
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No., and I hereby apply for.....

units or \$..... life insurance, and will pay \$..... each.....
(Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except.....

(State any exceptions)

Date of Birth..... Occupation Race
(Month-Day-Year)

Birthplace Sex

Beneficiary Relationship
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....
(Print your name in full—not initials. If married use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....
(Street and number—City and State)

Date.....
(Signature in full)

QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

NOTE: Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

Cost per unit: If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to

INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS

G. M. Bugnizet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)

Cut Here



IN MEMORIAM

John P. Jensen, L. U. No. 9

Whereas it has pleased Almighty God in His infinite wisdom to take from among us our esteemed and worthy Brother, John P. Jensen; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Jensen one of its true and good members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its great appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother Jensen in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Eric P. Sandquist, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst our worthy Brother, Eric P. Sandquist; and

Whereas in the death of Brother Sandquist Local Union No. 9, of the International Brotherhood of Electrical Workers has lost one of its loyal and devoted members; therefore be it

Resolved, That Local Union No. 9 acknowledges its great loss in the death of our Brother and hereby expresses its appreciation of the services he rendered to our cause; and be it further

Resolved, That Local Union No. 9 extends its condolence to the family of Brother Sandquist in their great affliction; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Lawrence Gash, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Lawrence Gash; and

Whereas in the death of Brother Gash Local Union No. 9 of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; be it therefore

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Gash and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother Gash, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Thomas McDonough, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Thomas McDonough; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers has lost in the death of Brother McDonough one of its good and faithful members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its keen appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 extends its sincere sympathy to the family of our de-

parted Brother in their time of great sorrow; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Glen R. Siler, L. U. No. 17

It is with saddened hearts and a feeling of deep regret that we, the members of Local Union No. 17, Detroit, Mich., are called upon to pay our last respects to our worthy friend and Brother, Glen R. Siler;

Whereas the sudden and untimely death of our Brother came while in performance of his duty;

Resolved, That we extend to the bereaved family our sincere sympathy and commend them to God for comfort in their hour of sorrow with the knowledge that each member of Local Union No. 17, I. B. E. W., shares their grief; and be it further

Resolved, That a copy of these resolutions be forwarded to his widow, that a copy be sent to the official Journal for publication and a copy be spread on the minutes of our organization, and that our charter be draped for a period of 30 days.

EDWARD J. LYON,
WM. FROST,
SETH WHITE,
Committee.

Sam Hall, L. U. No. 33

Whereas the members of Local No. 33, I. B. E. W., New Castle, Pa., deeply regret the passing of our good friend and Brother, Sam Hall; therefore be it

Resolved, That we extend our heartfelt sympathy to his many friends; and be it further

Resolved, That our charter be draped for 30 days in memory of our Brother; and be it further

Resolved, That a copy of these resolutions be spread on our minutes, and a copy be sent to the Journal for publication.

RALPH E. BARTLEY,
Recording Secretary.

Charles L. Clemons, L. U. No. 1002

It is with deepest sorrow and regret that we, the members of Local Union No. 1002, Tulsa, Okla., mourn the death of our worthy Brother, Charles L. Clemons;

Whereas we extend to the bereaved family our sincere sympathy and condolence, and commend them to God for comfort in their hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory, a copy of this resolution be sent to our official Journal for publication, and a copy be spread on the minutes of our local union.

F. L. VAN HORN,
E. W. LINDSAY,
Secretary.

J. A. BYRD,
Committee.

Charles Lundquist, L. U. No. 9

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Charles Lundquist; and

Whereas in the death of Brother Lundquist Local Union No. 9 of the International Brotherhood of Electrical Workers has lost one of its good and faithful members; be it therefore

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Lundquist and expresses its appreciation for his great services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 offers its sympathy to the family of our dear Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

DAN. MANNING,
JOHN LAMPING,
HARRY SLATER,
Committee.

Ed. McHenry, L. U. No. 39

Whereas Almighty God, in His infinite wisdom, has seen fit to call to the Great Beyond our worthy Brother, Ed. McHenry; and

Whereas in the death of Brother McHenry we have lost an old and loyal member; be it therefore

Resolved, That we, the members of Local Union No. 39, express our sincere sympathy to the widow who remains to mourn his loss; and be it further

Resolved, That in tribute to his memory our charter be draped for a period of 30 days and that a copy of these resolutions be sent to his widow, and a copy to our official Journal for publication.

Committee.

William Owens, L. U. No. 79

Local Union No. 79, through its committee, unite in mourning the death of Brother William Owens, May 23, 1930, and resolve that the following words of comfort be copied and sent to the widow and relations of our late Brother, published in our Journal and a copy be retained for our minutes.

It is comforting to yourself and cruelly wrong to others to make the assumption that now you have nothing to live for. Worst of all, it is a wicked criticism of the influence and the ideals of your dearest one, who has gone on to Paradise.

You have a place to fill which, without you, would be empty; no one is able to do for the world just that for which God is counting upon you. You must not fall Him, your dear one and yourself.

YOLO KETCHUM,
JOHN NEAGLE,
HARRY RICHTER,
Committee.

Andrew Crawley, L. U. No. 52

Whereas the Supreme Ruler of the universe in His infinite wisdom has seen fit to call from our midst our esteemed Brother, Andrew Crawley; and

Whereas we wish to extend to his family and relatives our sincere and deepest sympathy in this very sad hour to them and pray that God, in His infinite goodness may help them to bear the burden placed upon them; therefore be it

Resolved, That a copy of these resolutions be spread upon the minutes of Local Union No. 52, a copy be sent to the family and a copy be sent to the International Office to be published in our official Journal.

W. DODGE,
W. BOND,
J. GILLIGAN,
E. SCHROEDER,
Committee.

John Holian, L. U. No. 392

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst our loyal and esteemed Brother, John Holian, to his eternal reward;

Resolved, That we, the members of Local Union No. 392, mourn his loss; therefore be it

Resolved, That we, in Brotherly love, pay tribute to his memory by expressing our sorrow at his loss and extend our heartfelt sympathy to his family; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of Local Union No. 392, a copy sent to the bereaved family, a copy sent to our official Journal, and that we drape our charter for a period of 30 days.

CHARLES VON HERPE,
I. SEYMOUR SCOTT,
JOHN J. SHEEHAN,
Committee.

James F. Wilkinson, L. U. No. 865

Whereas the Almighty God has taken from our midst our Brother, James F. Wilkinson; Whereas the members of Local Union No. 865, I. B. E. W., regret the loss of a true and loyal member; therefore be it

Resolved, That we extend to his family our heartfelt sympathy and condolence in their hour of bereavement; and be it further

Resolved, That a copy of these resolutions be sent to our late Brother's family, a copy be sent to our official Journal for publication, and a copy be spread on the minutes of our local, and our charter to be draped for 30 days in the honor of his memory.

WM. S. PEREGOV,
Recording Secretary.

Charles H. Miller, Jr., L. U. No. 208

Whereas Almighty God has reached forth into our midst and taken from among us our Brother, Charles H. Miller, Jr., who, after a long illness, passed away May 4, 1930; and Whereas in the death of Brother Miller L. U. No. 208, I. B. E. W., has lost one of its most devoted and loyal members; therefore be it

Resolved, That a copy of this resolution be sent to the family of our late Brother, a copy spread on the minutes of the local union and a copy be sent to the Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days in his memory.

PAUL RACHMAN,
Recording Secretary.

DEATH CLAIMS PAID FROM MAY 1, INCLUDING MAY 31, 1930

L. U. No.	Name	Amount
134	P. Brody	\$1,000.00
3	James Cimino	1,000.00
3	Martin Costello	1,000.00
79	C. P. Horne	1,000.00
9	C. E. Lindquist	1,000.00
3	James Volk	825.00
140	O. R. Wallis	300.00
677	A. Woolnough	1,000.00
I. O.	E. S. Thurston	1,000.00
I. O.	J. T. Kelly	1,000.00
I. O.	C. J. King	650.00
865	J. F. Wilkinson	300.00
17	G. R. Siler	1,000.00
134	James Adducci	1,000.00
702	Ora Brewer	650.00
3	J. C. Milligan	1,000.00
I. O.	Hugh Heasley	1,000.00
208	C. H. Miller	650.00
39	Ed. McHenry	1,000.00
134	R. McDonald	1,000.00
134	W. A. Sullivan	1,000.00
I. O.	L. H. Doussan	1,000.00
276	L. Johnson	1,000.00
140	Martin Kollath	1,000.00
52	A. Crawley	1,000.00
1002	Charles S. Clemons	650.00
I. O.	G. W. Dierdorf	1,000.00
3	John Nolan	1,000.00
588	J. G. Smith	475.00
200	M. J. Joyce	1,000.00
134	J. D. Foley	1,000.00

\$28,500.00

Total claims paid from May 1, including May 31, 1930..... \$28,500.00

Total claims previously paid..... 1,943,295.10

\$1,971,795.10

BUILDING COSTS FALL WHILE WAGES RISE

(Continued from page 333)

terminated from buildings actually constructed.

Monthly Average	Frame	Brick, Wood, Frame	Brick, Steel, Frame	Reinforced Concrete
1923.....	209	219	212	210
1924.....	205	218	210	206
1925.....	202	210	202	200
1926.....	204	213	199	201
1927.....	205	214	197	200
1928.....	204	213	197	200
1929.....	204	214	197	201
1930.....				
January...	204	214	197	202
February	204	215	198	203
March.....	202	213	196	201

This index probably covers a larger territory than that of the Aberthaw Construction Company. The appraisal company index covers several sections of the United States.

Truth is such a precious article let us all economize in its use.—MARK TWAIN.

NOTICES

Any electrician coming into Grand Rapids this summer to work on Consumers Power Company cutover get in touch with Local No. 107 Business Agent before going to work.
CHAS. ANDERSON,
Secretary and Business Agent.

Leonard Godson, formerly member of Local No. 134, disappeared about eight years ago. "Mother worries about it continually and any information as to his whereabouts would relieve her mind a little." Her address is Mrs. Ellen Godson, 2951 Archer Avenue, Chicago, Ill.

This is to advise the membership that E. G. Germain, a former member of Local Union No. 437, was assessed \$1,000 by this local union on account of violation of provisions of the constitution and the local by-laws.
(Signed) J. F. NOONAN,
Financial Secretary,
Local Union No. 26.

Anyone knowing the whereabouts of Andrew J. Fraley, Card No. 552877, who claims membership in any local that suits his fancy, will please notify the undersigned.

His "racket" is to get a small check cashed or to get someone to identify him, so be careful. Last heard from was in Oklahoma City claiming membership in Local No. 125. The official records show he paid dues last in December, 1928, in Local No. 84.

Fraternally yours,

P. I. CLAYTON,
Financial Secretary.

To all local unions greetings:

Please notify all your members to stay away from Lexington, Ky., as the work here is not ready. Furthermore, no floaters will be put to work. When we need men we will call for them through your local officers.

We have hard conditions here to fight and men coming here are not helping one bit—just makes things worse.

Any member going to work here in violation of the rules will be fined the full amount in accordance with the constitution.

With the aid of our worthy International Officers we are well able to take care of conditions here and others only hinder the work of progress, so please stay away until called.

J. A. WOOD,

Business Agent, Local No. 183,
Lexington, Ky.

ST. PAUL'S MUNICIPAL INVESTMENT BANK SUCCEEDS

(Continued from page 342)

prior to January 1, of that year, to exchange them for registered, non-transferable certificates. A duplicate certificate is kept by the city. At the same time a card index system was installed in which the signature of the holder and the amount of the certificate is recorded. By calling in certificates for exchange, the deposits of the bureau were increased. The holders of old certificates purchased additional ones in spite of the fact that money was commanding a higher rate on the outside market.

The benefits to the city from this plan are manifold: (1) It tends to increase the price of city bonds because of the competition it furnishes investment houses. (2) It enables the city to finance without delay improvements that could not otherwise be undertaken. (3) It enables the small investor to invest his money with absolute security and to receive a reasonable rate of return. (4) It serves to keep money in the community that would otherwise be sent to money centers in the form of interest payments. (5) It tends to make better and more intelligent citizens, for it brings a closer connection between the municipality and its citizens.

WOMAN'S WORK

(Continued from page 346)

tems. Another question challenging our present economic order is: How can we prevent such waste of able-bodied, willing workers?

Women Make Sacrifice

"Many of these women in their younger days have drawn heavily on their earnings to provide for dependents. The family responsibilities of single women wage earners are in general much heavier than society has been accustomed to recognize. Some do not forego marriage and careers to anything like the extent that daughters remain at home because of the needs of parents or younger brothers and sisters. Studies by the Women's Bureau show that contributions from daughters of the parental homes are greater than those of sons. The dependents of men are more often those acquired through choice and marriage and are largely members of the younger generation. The dependents of single women are in most cases acquired through necessity and heritage—and belong to the older generation.

"The home and family responsibilities of widowed, deserted, and divorced women are frequently heavier than those of other types. These women must be both fathers and mothers to their children, but the public is understanding of their breadwinning activities and less chary of opening up opportunities for them.

"On the other hand, the problems of married women wage earners are particularly acute because of the prejudice existing in so many quarters against their employment. Protests are made on the basis that married women who have husbands to support them take jobs from men and single women. The Women's Bureau investigations in this field reveal, however, that the great majority of these married women have sought paid jobs because of financial needs and not from desire for a career or to escape household drudgery. They have become breadwinners because of the husband's insufficient or irregular earnings or because of his unemployment, illness, or inability to provide for the family. The wife therefore must help support the home and children, or often shoulder the full responsibility. In other instances married women have become wage earners to help buy a home, to give their children greater opportunities, or to raise the family above the poverty level. These women do not escape household drudgery as the public is prone to believe. Home duties must be performed and the children cared for before and after the hours of employment. A woman who does her own housework and looks after children makes an economic contribution to the family equal in money value to the earnings of the average wage-earning husband. The woman who is both home maker and wage earner is enacting a double economic role.

"The average woman wage earner despite her economic responsibilities and contributions to home and family does not receive equal pay for work equal in quantity and quality to that of men. Moreover, women as a group are not so well organized as are men and have a daily work schedule in excess of eight hours to a much greater extent than do men. Since women are producers not only of economic goods but of future citizens, since they render such valuable service to industry, to the home, to the community and to the nation, it is imperative that their position as wage earners be alleviated through fair pay, the short work day, and employment conditions making for health, comfort, and efficiency. Whatever conserves the energy and vitality of women promotes the welfare and advancement of the race."

ARITHMETIC TURNED INTO BULLETS AND BREAD

(Continued from page 337)

secured from our membership information that could be made use of for the computation of other values. Now these time cards are turned into the office, filed away under the name of the man sending them in and at the end of the year his total hours and wages are added giving the number of hours he has worked and his yearly earnings. Then the hours made by all the members during the first, second, third, etc., weeks are added giving total actual hours made in any one week. The number of members for any one week multiplied by the hours straight time possible for one (40 hours for a full week, 32 hours for a week in which a holiday occurs) man gives the possible hours for the membership. The actual hours made divided by the possible hours in turn gives you the percentage of employment opportunity for any given week; this can then be arranged to show the same thing for any given month or the year. We next secure the figures from the Department of Labor showing the cost of living for our locality. From these we compute the value of the dollar and compensated wage rate buying power by the following procedure. One dollar or 100 cents divided by the cost of living and we have the value of the dollar; our present wage rate multiplied by the value of the dollar gives us what our wages will buy compared to what they did buy in 1914 our base year. This value is called compensated wage rate buying power.

The last step in connection with our figures is to multiply our compensated wage rate buying power by the percentage of earning opportunity which gives to us a value known as progress. We can then compare this from year to year. The last step is to secure from our municipal building inspector's office the building permit values for the year. All of this information proves very valuable when intelligent comparisons are made one with the other and the figures for one year are compared with those of a following or preceding year. In this way it is possible to check up on whether progress is being made or not and just what conditions have been responsible for it.

Know Where We Stand

Comparing the building permit values with the number of actual hours made by membership shows the percentage of the total work that is controlled by the union. A drop in this would immediately result in a sharp reprimand of yours truly by the membership and unless other circumstances over which we have no control entered into it, the chastisement would be justified. By a careful checkup of the compensated wage rate buying power, the cost of living, number of members, the progress value, and the building permit values we know what effect an increase or decrease in membership would produce.

All of this information is kept in the form of two records, one a graphic chart of curves that show all of this from the year 1914 up to and including 1929, and a book in which all these values are entered. Should either one or the other be destroyed it would be a very simple matter to replace.

The first part of this article was written for the purpose of showing the effort necessary to start something progressive and to enable those who are considering something of a similar character to do what we have done without having to consume the time that we, as pioneers, found so necessary. The second part is to show how these sta-

tistics may be gathered and how they may be used to further the aims and objects of a labor organization.

In conclusion, it can be truthfully argued that without our statistical department we would not have known our real condition and therefore would not have been in a position to secure the conditions we now enjoy. Members from various parts of the country that have been in our jurisdiction during the last 10 months have openly expressed themselves as envying these conditions and have testified to it by their unwillingness to go back home. Another thought I nearly overlooked is the fact that through this system we have enjoyed some success in the direction of more evenly distributing our earning opportunities among our membership.

There is no end to the possibilities if people will handle the matter in an intelligent manner, and it is the sincere wish of the writer that other organizations will start something similar and let us know just how much assistance it proves to be. Already two organizations, the plumbers and the sheet metal workers, in Baltimore, have copied our plan and when people copy you it is a sure indication that you are not far from the right direction.

If this article should prove to be of some value to our membership at large and they should desire further information I would like to suggest that in an effort to avoid much letter writing, they give due consideration to the importance of the questions and try not to burden us with the kind that would consume time and result in nothing accomplished.

Sound Pictures Increasing Movie Attendance

The clear verdict of the American public in favor of the new sound movies as compared with the old-fashioned silent ones is disclosed by statistics of motion picture attendance presented to the recent meeting of the Society of Motion Picture Engineers in Washington, D. C., by Dr. Franklin S. Irby, Associate Editor of the new New York City magazine *Electronics*. Taking the presentation of "The Jazz Singer" in New York City in October, 1927, as a definite date for the introduction of sound motion pictures to the American public, Dr. Irby divides the years since 1922 into the "silent era" up to the date of "The Jazz Singer" and the "sound era" from that date to the present. In the silent years of 1923, 1924 and 1925, Dr. Irby's figures disclose, average weekly attendance at the motion pictures in the United States was practically stationary at about 40,000,000 weekly admissions. In 1926 a slow rise began, which rise quickened almost explosively as the use of sound pictures began to spread. By the end of 1928 average weekly attendance had reached 80,000,000 admissions; just twice what it had been in the middle days of the "silent era." In 1929 the weekly average rose to 110,000,000 admissions. Before 1930 is over, Dr. Irby estimates, attendance will be averaging about 120,000,000 weekly; almost once a week for every man, woman and child in the United States and three times

what motion picture attendance was less than a decade ago. This rapid increase must mean, it is believed, a substantially greater public interest in sound films than in silent ones.

New Words Invented For Talkie Slang

New slang invented by workers in the "talkies" and probably destined to find its way into common speech as has much of the slang of radio and of the silent films is assembled in the current issue of the "Bell Laboratories Record," the privately circulated publication of the Bell Telephone Laboratories, in New York City. "Inkies," says the "Record," is slang for the giant incandescent electric lamps now often used in place of arc lamps because the hissing sounds of the arcs are apt to be recorded on the film. When arc lamps are used they are called "hards," doubtless in reference to the harsher contrasts which these lights produce in photographs. An "apple" is the glass bulb or vacuum tube used in electric sound amplifiers, like the vacuum tubes of a radio receiver. A "blimp" is the sound-proof hood or booth often erected around the sound-film camera. A "pec" is a photoelectric cell used to transmute the sound record on the film into electric impulses to be amplified and converted into sound; this word obviously being constructed of the initials or the cell's full name. "Stew" is the outside noise which all too often gets into the record and spoils it and the "strings" are the tiny electrified wires which serve as the light valve to convert the sounds picked up by the "mike," otherwise the microphone, into the photographed record on the film.

RADIO VITAL ISSUE WITH ORGANIZED LABOR

(Continued from page 341)

Proposed Resolution Sets Aside Three Channels For the People

The resolution which I have introduced proposes that the United States Government shall set aside three clear channels which it will hold in perpetuity for all the people.

One of these channels shall be allocated to the public group and will be used to disseminate educational and other information of national interest to the general public.

Second, a clear channel shall be held by the government for the agricultural interests of the nation and controlled by the farmer organizations.

The third clear channel is to be held by the government and designated to the labor organizations which are most representative of the workers' interests in the United States.

It is submitted that this is a comprehensive program which should meet with the approval of not only the organized workers but also the farmers and educators of the entire nation.

GLOVES

Postpaid

SABIN COMPANY GLOVES,

No. 109 Linemen's Grey Buffed Cowhide hand and back of fingers to knuckles -----

\$1.35

536-38-40 West Federal Street

Youngstown, Ohio

UNIONS AS SOCIAL NECESSITIES NOW HOLD STAGE

(Continued from page 325)

sections of our people, but it is one, of course, as to which there are two sides. I imagine that everybody sympathizes with what the unions have accomplished; everybody recognizes that their growth has been accompanied by an improvement in the conditions of the workingman; and so we are all glad that the unions have existed and that they have accomplished the results which have followed their activities. Our instinctive sympathy in every contest goes to organized labor, partly because we always sympathize with the 'under dog,' although in some cases, particularly in the case of the United Mine Workers, they have not always been the 'under dog,' and there have been acts committed by labor unions which have excited our abhorrence as much as the grasping and overpowering conduct of the employers. However, as a rule the labor unions have accomplished great good for the country.

"One thing they have accomplished is that today there probably exists a better relationship between capital and labor than ever before. How that is going to be worked out in the future no man can tell; whether it is going to be worked out as the Senator from Idaho hopes, by declaring such contracts as in the Hitchman case illegal and against public policy, or whether it will be worked out by the gradual recognition by both employer and employee that a state of warfare ought to end and that there should be recognition of each other's rights and a mutuality of interest which many great corporations are now trying to bring about, or whether it will be worked out on some new plan, which we all desire, is in the future. The Supreme Court, however, lays down the law for the judges of inferior courts. It is not for those judges to try to affect the relations between capital and labor apart in contravention of the decisions of the Supreme Court."

Senator Glass, Virginia:

"As a plain man, I should like to ask a question in order that we may apportion the respective culpability of the judiciary and of Congress.

"Does a decision of the Supreme Court of the United States that a contract is lawful necessarily preclude Congress from declaring a contract of that nature contrary to public policy and making it unlawful?"

Mr. Gillett: "Oh, no! We can declare it contrary to public policy and that makes it unlawful, unless our declaration is in conflict with the Constitution."

Mr. Glass: "Then, why have we not done that long ago, if this contract, as decided under the Hitchman case, is so wicked? And if we could do it and did not do it, are we not culpable in the matter?"

Senator Fess, Ohio:

"In the first place, I am thoroughly in sympathy with the right of labor to organize, and certainly I should maintain the right of labor to organize in West Virginia in the coal industry, for I, with others, have sat with the Interstate Commerce Committee and have listened from day to day and from week to week and from month to month to the hearings in the coal controversy growing out of a dispute between the states of north of the Ohio River and the states south of the Ohio River.

"The miners in Ohio are strongly organized; there is not any group of labor which

is better organized than are the Ohio mine workers. They have organizations of many years' standing. The members of the unions own their homes; they have their schools; they are, in fact, the best citizens of our state. Unionized labor north of the Ohio River receives about \$2.50 a day more than does labor south of the Ohio River, which is not organized. The result is that from territory south of my state coal may be shipped a greater distance across my state and delivered to the lake markets much cheaper than the coal which is mined in my own state, the difference being occasioned by the increased cost of mining in my state due to the higher union wage as contrasted with the lower non-union wage in the states to the south. So interest would naturally be to seek to have labor south of us put on the same plane as is the labor of Ohio; if I had no other interest than a mere selfish interest, it would be that.

"On the other hand, I believe it is the judgment of modern economists that it is sound economy to pay the higher wage. The measure always is purchasing power, and 80 per cent of the purchasing power of our country is labor. In the degree that we increase the wage of labor we increase the purchasing power. So I think it is sound economy to favor a higher scale of wage. For that reason my sympathy would naturally be with those who desire to unionize labor in West Virginia.

"I mention this because I do not want anyone to take it that my position in this particular instance or in any other would be unfriendly to union labor, for nobody can gainsay the tremendous accomplishments, the wonderful achievements of unionized labor. Everybody must recognize them."

Senator Bratton, New Mexico:

"I go a step further and say, that in my opinion, such a contract, executed under the pressure and force of circumstances which concededly attend the execution of this sort of an agreement, is unconscionable in the sense that it is completely at war with sound public policy. The Senator from Ohio may be unwilling to go that far in his condemnation of a contract of this character. I have no hesitancy in doing so. I think it is unconscionable, because it is entirely out of harmony with sound public policy of the twentieth century. Consequently, it seems to me that a court of equity should be loath to extend its arm of protection to those who seek the enjoyment of the fruitage of a contract. That, it seems

to me, is the broad, social and industrial question that should concern us in connection with this confirmation, and quite aside from it."

Senator Hastings, New Jersey:

"I know the laboring man. I have lived with him. I have slept with him. I have eaten with him. I know his thoughts. I have worked for him. I have great sympathy for his ideals and what he is attempting to accomplish; but I say that I resent his efforts to come here and undertake to control the only independent body that there is in this land. I resent any effort to make out of that body a party scheme—a scheme which will unquestionably in the end bring chaos to this country and to all the people living in it.

"That is what I object to. I am in favor of giving the laboring man what help we can by such legislation as is necessary, but I am opposed to giving him legislation that is not in conformity with the Constitution."

Senator Hebert, Rhode Island:

"Mr. President, with the aims of labor organizations to ameliorate the working and living conditions of their members I am in hearty accord. The American workman occupies a place in our national life superior to that of the workman of any other country on earth. I know something of his aspirations and of his efforts to improve his condition. I would be the last to interpose any discouragement to his desire to better himself. Rather do I want to join in every lawful endeavor which will benefit his condition."

PANAMA CANAL FOR UNITED STATES CITIZENS ONLY

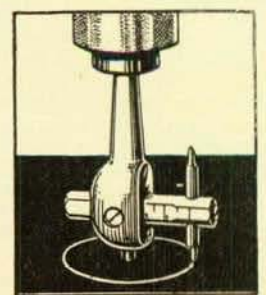
(Continued from page 343)

cents per hour on the Canal Zone, and there are approximately 12,400 aliens employed as opposed to 3,225 Americans. These aliens are employed in building trades, as foremen, clerks, brakemen, firemen, timekeepers, etc., and are practically all West Indians."

In the union principle we are strong, as real true and tried citizens we are stronger, but in the union world at large we are small. Isolated from contact with the mother country we feel lost. The condition of the skilled trades here could not exist in the United States and therefore the union employees of the Panama Canal appeal to organized labor in the States to assist in the preservation of the Canal for United States citizens only.



"JIFFY" SOLDER DIPPER solders 50 to 75 joints with one heat. Does not smoke the ceiling, spill or burn the insulation.



"JIFFY" JUNIOR CUTTER

Cuts holes 1" to 3" in diameter in sheet metal, outlet boxes, bakelite, etc. Fits any standard brace. It may also be used with drill press. Special this month only, Solder Dipper, \$1; Junior Cutter, \$2.75 Prepaid; if accompanied by this ad and remittance.

----- Mail Today -----

PAUL W. KOCH & COMPANY (Established 1915) Civic Opera Bldg., Chicago, Ill.

Enclosed find

☐ Send me a Dipper @ \$1.00. Name _____

☐ Send me a Junior Cutter @ \$2.75. Street _____

☐ Send complete Jiffy bulletin. City _____

6-30 Money back if not satisfactory. "Originators of Jiffy line of labor savers"

LOCAL UNION OFFICIAL RECEIPTS FROM APRIL 11 TO MAY 10, 1930

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
I. O.	15011 15905	115	667116 667126	242	730386 730389	400	9891 9990	573	658701 658710
1	963648	116	956134 956216	243	993871 993888	401	696225 696253	574	928196 928202
2	75801 76308	117	692664 692683	245	792192 792260	402	831829 832100	575	382296 382331
3	957271 957430	119	700124 700135	247	604282 604292	403	602177 602184	578	494126 494230
4	647190 647307	120	224677 224696	248	671719 671727	406	93029 93052	580	642653 642659
5	115101 115500	121	653913 653920	251	694759 694790	407	731875 731879	583	882689 882729
6	856536 856671	122	129781 129960	254	98793 98811	408	961450 961512	584	151611 151926
7	862742 862991	124	19316 19500	255	56478 56489	409	977101 977155	586	609047 609050
9	758091 758830	124	158251 158594	256	436359 436394	410	606311 606321	588	666801 666875
10	610746 610784	125	896489 897052	257	651405 651431	411	608553 608565	587	601068 601071
12	800690 800714	127	856969 857010	258	688128 688130	416	90754 90773	588	823376 823430
16	671380 671404	129	314480 314488	260	970033 970034	417	249469 249491	591	997131 997160
17	159001 159360	130	851381 851600	262	792741 792805	418	891058 891138	594	691443 691457
17	23161 23250	130	126751 126780	263	689689 689711	421	619105 619140	595	976592 976740
17	23251 24000	131	772880 772908	264	39022 39029	424	615099 615111	596	440404 440408
18	17517 18000	133	316092 316108	267	679430 679434	425	731664 731675	598	664408 664413
18	150001 150010	134	56764 57000	268	417416 417418	426	861144 861150	599	924455 924472
20	111751 111950	134	962870 963310	269	656372 656479	426	700401 700408	601	546320 546343
21	635047 635056	134	970043 970100	271	73540 73570	427	134286 134315	602	535933 535983
22	107251 107272	134	969036 969350	275	517944 517973	428	549203 549219	603	626671 626679
22	458905 459000	134	85501 86250	276	354322 354342	429	871308 871396	607	600798 600807
26	939643 939717	134	964101 964850	278	410612 410620	430	643357 643376	610	726378 726380
26	96016 96224	134	965601 966350	280	589046 589057	431	989890 989894	613	941235 941336
27	868911 868926	134	87001 87750	281	226290 226303	434	662101 662106	614	732062 732067
28	101404 101948	134	87751 88500	283	701601 701616	435	66041 66140	616	675851 675870
30	598290 598309	134	86250 86540	284	941791 941855	437	936951 937045	617	693867 693904
31	150393 150418	135	859251 859289	285	641081 641093	440	123561 123580	619	575271 575292
32	596922 596928	137	215645 215650	286	639301 639306	441	999582 999600	623	998579 998603
33	441614 441619	138	785873 785901	288	701054 701095	441	703401 703401	625	481942 481982
34	855970 856060	140	99066 99129	290	732551 732561	442	39760 39772	627	852480 852486
35	485214 485250	143	739441 739510	291	527651 527680	443	600621 600636	629	860170 860260
35	99751 99820	145	91593 91667	292	98091 98340	444	528435 528461	631	944675 944696
36	640161 640180	146	988686 988691	293	604754 604767	446	696601 696614	636	230682 230716
37	105001 105025	150	646651 646697	295	992334 992345	449	616665 616683	640	33077 33170
37	315739 315750	151	874584 874821	296	977017 977025	450	46191 46193	642	29967 29984
38	824771 825050	152	576207 576230	300	966767 966771	451	608139 608145	646	820497 820502
38	825351 826100	153	931220 931243	301	670526 670545	453	672634 672652	648	97560 97632
39	72821 73068	154	841762 841777	302	998081 998097	454	696414 696422	649	449161 449196
41	6198 6470	155	417691 417710	303	528201 528207	456	740264 740306	653	674205 674251
42	629002 629011	156	676626 676670	305	698393 698430	460	615784 615787	654	599201 599209
43	789089 789214	157	649774 649781	308	158556 158575	464	652876 652898	660	629639 629673
44	973409 973416	158	830486 830503	309	884451 884600	465	77526 77622	661	649373 649392
45	977628 977640	159	110313 110361	309	133501 133650	466	628441 628490	665	555134 555229
46	972351 972350	161	594580 594597	311	116283 116356	468	666208 666212	666	490990 491035
46	553461 553500	163	820399 820442	312	791289 791333	470	654867 654873	668	74259 74291
47	551039 551052	164	900151 900338	313	665601 665670	471	662497 662516	669	921603 921617
50	529344 529373	165	654551 654570	313	624081 624100	472	612055 612065	670	175717 175726
51	922902 922945	167	628726 628736	314	307180 307234	473	620954 620972	675	32426 32486
52	937722 937850	169	673758 673768	315	291193 291201	474	14541 14555	677	70439 70484
52	937851 938533	170	671937 671938	317	224106 224132	477	503728 503759	679	650073 650081
53	771172 771229	173	637312 637325	318	657648 657708	480	612352 612370	681	457946 457977
54	617977 617987	174	619966 619976	319	690848 690854	481	696663 696715	683	926805 926839
55	802259 802302	175	868344 868374	321	644242 644260	482	615474 615480	684	538631 538650
56	387746 387750	180	689461 689502	322	854640 854642	488	914101 914195	686	30713 30728
56	112501 112549	181	832557 832630	323	601676 601696	493	60869 61004	688	18448 18460
58	917529 918320	183	595971 595995	325	37573 37632	494	951008 951350	691	690281 690326
58	916802 916850	184	444191 444199	328	621956 621994	494	132001 132123	694	93882 93997
59	918351 918908	185	854471 854515	329	693020 693036	497	639023 639034	695	716904 716930
59	894261 894350	187	705801 705809	330	176620 176632	500	550411 550475	696	907274 907317
59	153751 153800	187	648158 648200	333	915735 915737	501	933207 933298	697	927148 927318
60	3301 3470	188	432371 432376	334	691136 691143	502	674724 674737	704	39665 39693
62	663828 663849	190	687927 687946	337	695911 695916	508	934282 934315	707	294542 294578
65	65561 65810	191	659918 659940	338	703703 703710	509	596678 596693	710	611166 611184
66	161251 161450	192	287957 287988	339	902047 902087	510	704018 704045	711	953250 953341
66	63431 63750	193	690085 690131	340	165751 165756	514	807071 807230	712	497521 497546
68	582681 582750	194	959026 959137	340	816268 816350	515	631414 631418	716	67831 67880
69	532652 532658	195	21236 21244	343	648329 648337	516	618329 618347	717	866326 866396
70	969869 969880	196	959845 959879	344	688717 688724	520	801740 801759	719	441423 441443
72	958155 958175	197	583598 583606	347	950225 950306	521	720896 720900	722	978176 978188
73	70739 70860	200	24378 24443	348	109011 109214	522	904184 904219	723	25652 25710
75	647034 647036	203	630516 630529	349	900883 900960	526	962307 962313	728	949341 949353
76	929065 929132	204	622779 622800	349	963529 963561	527	661457 661478	729	14754 14761
77	890401 890575	205	983347 983364	350	995643 995655	528	747864 747906	731	460065 460083
79	945709 945806	208	473854 473919	351	978841 978860	530	688503 688513	732	431951 431995
80	870538 870613	209	448393 448433	353	942888 943100	533	963356 963358	735	670807 670822
81	718081 718100	211	797131 797300	355	638522 638525	535	745592 745687	743	722281 722364
81	667701 667755	212	579695 580056	356	653054 653068	536	629800 629818	746	621366 621377
82	822976 823100	213	752189 752667	357	652101 652149	537	839219 839244	757	697171 697204
83	154680 155059	214	996503 996511	363	305177 305216	540	624699 624717	759	734663 734678
84	822133 822333	214	954235 954350	364	955411 955459	543	692031 692037	760	603241 603272
86	947667 947820	214	166501 166528	365	822286 822290	544	866941 866988	762	658461 658499
89	167066 167067	214	674355 674365	368	127476 127489	547	655750 655764	770	656975 657013
90	95251 95351	215	85348 85374	369	162771 162781	548	618588 618598	771	330534 330538
90	901841 901850	216	833120 833124	372	693270 693321	549	940259 940259	773	475160 475241
93	934875 934880	217	983559 983575	373	429181 429194	556	649019 649039	774	799275 799312
95	558482 558499	222	860609 860711	375	94530 94578	557	692341 692358	784	884961 885025
96	490227 490310	223	27021 27100	376	732848 732858	558	39219 39228	787	916099 916112
99	7771 7880	224	800127 800231	377	783241 783350	559	610216 610238	798	954415 954421
100	554961 554996	225	626979 626990	377	933351 933395	560	356745 356762	802	674684 674695
101	574390 574398	226	659871 659900	380	665911 665921	561	571465 571500	809	644456 644462
102	35362 35430	226	705501 705503	382	628079 628098	56			

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
855	3816	3832	958	657218	657223	1131	994407	994415	79-945737.
857	240680	240695	968	869512	869514	1135	614064	614071	82-823015.
858	699870	699903	969	634050	634069	1144	533852	533865	83-154789, 936.
862	619744	619762	970	694421	694424	1147	690877	690902	104-944290.
863	701915	701940	971	443038	443042	1151	459865		120-224679.
864	946299	946347	971	443043	443046	1154	323060	323071	124-19498-19500.
865	820088	820100	972	665008	665016	1156	114068	114167	124-158298, 541-550.
865	98251	98328	978	325912	325929				131-772887.
869	546527	546538	982	439070	439081				156-676661.
870	794231	794277	987	976334	976344				164-899976-980.
874	37789	37800	991	684856	684876				188-432374.
874	664101	664102	995	639680	639698				211-797162, 216.
875	625203	625209	996	626292	626305				215-85358.
885	671170	671197	1002	59370	59421				223-27037, 046, 066.
886	259249	259273	1012	668901	668905				243-993878.
890	706343	706356	1024	117756	117814				245-792236.
900	597594	597599	1025	973016	973021				284-941818.
902	543474	543531	1029	789541	789580				291-527652.
907	38931	38936	1031	591186	591192				302-998081.
912	28709	28874	1036	445840	445855				309-133528, 884483.
914	72557	72592	1037	20311	20440				314-307183, 220, 225.
915	971285	971290	1042	673120	673124				348-109211.
916	603476		1045	280085	280088				349-900960.
918	704601	704608	1047	430246	430284				357-652127-129, 145-146.
918	593288	593300	1054	733124	733130				426-700408.
919	59263	59266	1072	858444	858457				430-643368.
922	613749	613754	1087	681212	681218				437-937026.
937	15036	15109	1091	350741	350766				443-600622, 636.
940	669501	669520	1095	599512	599534				482-615486.
948	834742	834775	1099	787247	787268				514-807202.
953	134089	134105	1108	645681	645702				522-904219.
956	632835	632847	1118	622182	622213				527-661472.

MISSING

103-737629-630.
243-993884-885.
368-127476-480.
396-872215-231.
443-600611-620.
549-940211-258.
575-382295, 330.
660-629638.
916-603469-475.
1072-858445-446.

VOID

2-957425.
9-758725.
18-17812.
38-824896.
43-789211.
58-916839, 918052, 618.
906.
65-65627, 653, 678.
66-63584.

PREVIOUSLY LISTED MISSING-RECEIVED

18-17387-17515.
76-928916.
145-91531-540.
190-687922.
192-287896-927 (Tripli-
cate).
256-436341-350.
390-980981-983, 986-999.
(Triplicate).
421-619081-163.
446-521234-240.
549-289497-500.
1072-858442.

BLANK

191-659540.
211-797294-300.
567-818246.

MEDITATION ON PERPETUATION OF DIVINE RIGHT

(Continued from page 336)

tion for those suffering from occupational injuries is opposed. Insurance and pension protection for human beings composing the wreckage of industrial society is opposed. Efforts by labor organizations to obtain reasonable protection for their members in the matter of life insurance or old age pensions are also fanatically opposed by those individuals, groups and associations, who seem to delight in wrapping themselves in complacency and luxury by feasting upon the poverty, misery and grief of the masses.

We hear much today of racketeers and gangsters who shoot down and bomb their opponents. Cowardly as their methods may be, they at least expose themselves to some physical danger. Not so with the racketeering gangsters organized into master employers' associations and other so-called industrial leagues who levy tribute on industry on a basis of volume or pay roll percentage and by lies and political intrigues influence public officials to use the powers of their authority to intimidate and terrorize that portion of citizens whose skill, brain and toil are mobilized into manual efforts to produce for all citizens the necessities, comforts and luxuries of life. As organized electrical workers we are determined to establish for those near and dear the protection we consider they are entitled to. We have only one worth while method of doing so. Life and other forms of insurance is the method. And all the so-called master employers' associations, industrial leagues, etc., should thank us because it will give them the exploitation opportunity they desire, and their gullible supporters will contribute liberally to head off this latest mechanism of the devil.

The studied, deliberate, heavily-financed efforts of certain respectable employers' associations to destroy the plans of labor unions to combat death, old age, and disability are in direct line of descent from the Bourbons who said, "The people have no bread; then let them eat cake." The shrewd cynic, at least was right in one respect, Bourbons learn nothing from history.

If time be of all things most precious, wasting time must be the greatest prodigality, since lost time is never found again; and what we call time enough always proves little enough. Let us then be up and doing, and doing to a purpose; so by diligence shall we do more with less perplexity.—FRANKLIN.

Bad will be the day for every man when he becomes absolutely contented with the life that he is living, with the thoughts that he is thinking, with the deeds that he is doing, when there is not forever beating at the doors of his soul some great desire to do something larger, which he knows that he was meant and made to do because he is still, in spite of all, the child of God.—PHILLIPS BROOKS.

That we should do unto others as we would have them do unto us—that we should respect the rights of others as scrupulously as we would have our rights respected—is not

a mere counsel of perfection to individuals—but it is the law to which we must conform social institutions and national policy, if we would secure the blessings and abundance of peace.—HENRY GEORGE.

The power of a man increases steadily by continuance in one direction. He becomes acquainted with the restraints and with his own tools; increases his skill and strength and learns the favorable moments and favorable accidents. He is his own apprentice, and more time gives a great addition of power, just as a falling body acquires momentum with every foot of the fall.—EMERSON.

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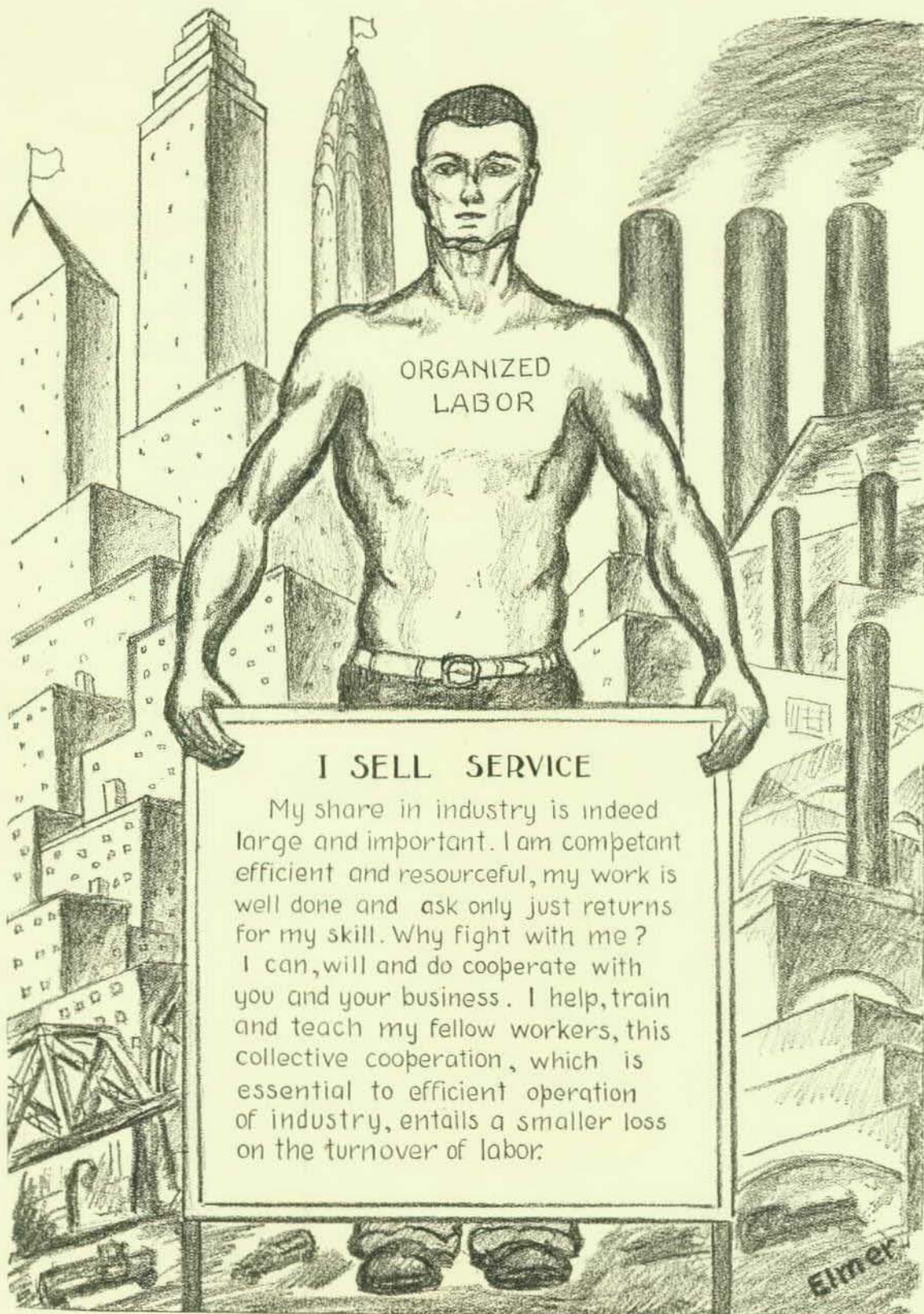
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